

# MyShare 2026

Share in our future and build yours

Your questions  
answered



# Welcome to Myshare!

MyShare is our employee share plan. It's a great way for you to share in the success you help create, by becoming an Anglo American shareholder.

But before you decide to join, you might have a few questions. You need to make sure it's right for you – especially if you're new to share plans. To help you, we've put together these Questions & Answers. They should empower you to make an informed decision about whether to join MyShare.

We've included all the questions we think you might ask, but if you have any questions we've not answered, reach out to your local MyShare Champion, or the MyShare Team. We'll add your question in future versions of this Question & Answer booklet.

We hope you'll join us, and start your journey to becoming an Anglo American shareholder.

The MyShare Team



# 1. Introducing MyShare

Here's everything you need to know about this exciting opportunity to share in our future and build yours.

## 1.1 What is MyShare?

MyShare is our employee share plan, that gives you an easy and accessible way to own shares in Anglo American. There are two parts to MyShare:

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1. **MyShare: Free Shares.** We may give you Free Shares in Anglo American, usually worth £1,000 (rounded down to the nearest whole share). We usually give these to colleagues eligible for MyShare each September.
2. **MyShare: Purchase and Match.** You have the opportunity to buy shares in Anglo American. For each share you buy, we give you an extra Matching Share, at no cost. We usually open a new window to join MyShare: Purchase and Match each June.

## 1.2 Why does Anglo American offer MyShare?

Together we're on a journey to build a safer, smarter, more sustainable future. You're an important part of this journey, so we care about helping you build your future too. MyShare is your opportunity to own part of Anglo American and share in our collective success.

## 1.3 Who can join MyShare?

MyShare is for everyone at Anglo American who is not eligible to join one of our other share plans. It's open to all colleagues working in bands 6 and below, in Australia, Belgium, Botswana, Brazil, Canada, Chile, China, Finland, France, Germany, Hong Kong, India, Peru, Singapore, and the USA.

To join either part of the MyShare for the first time, you'll need to have joined Anglo American on or before 1 June of that year. If you join after 1 June don't worry, you're still eligible to take part, but will need to wait until the following year.

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#### **1.4 Why are some regions not included in MyShare?**

Some regions, such as the UK and South Africa, already have employee share plans that are very similar to MyShare. Other regions have very few employees and so we have decided not to offer MyShare in those regions on that basis.

#### **1.5 Do I have to join MyShare?**

No, there is no obligation to join MyShare – it's entirely your decision. We can't give you advice on whether you should join or not, but we want to help you make an informed decision. To support you, we've put together plenty of resources, including these Q&As and brochures for each part of MyShare. You may also wish to speak to a qualified accountant, financial and/ or tax advisor to help you decide whether joining is right for you.

#### **1.6 Can I join MyShare if I've joined in previous years?**

Yes. If you've joined MyShare: Free Shares or MyShare: Purchase and Match (or both) in previous years, you can re-enrol in one or both parts of MyShare again. Doing so is a great opportunity to grow your existing pot of Anglo American shares.

If you're thinking of joining MyShare: Purchase and Match again, you'll need to be aware of the contribution limits. See question 4.6 for more information.

#### **1.7 What are the benefits of joining MyShare?**

MyShare is your opportunity to share in the success you help create. If our share price goes up, the value of your shares goes up, too – although please note our share price can go down as well as up. And starting your share ownership journey couldn't be simpler.

With My Share: Free Shares we give you £1,000 worth of Free Shares, rounded down to the nearest whole share. MyShare: Purchase and Match gives you the opportunity to add even more shares to your pot by buying shares (called Purchased Shares) on preferential terms, that are not available to the public. Plus, for every share you buy, we give you a Matching Share at no cost to you!

Joining MyShare means you can enjoy all the other benefits of becoming an Anglo American shareholder, too. You'll be entitled to a part of our profits – called dividends – whenever we pay these to our shareholders. You'll also be able to vote on important company-wide decisions at shareholder meetings, such as our Annual General Meetings (AGMs).

#### **1.8 Who is helping us to run MyShare?**

We want your MyShare experience to be as smooth and straightforward as possible. That's why we've partnered with Computershare to help us deliver it. They are experienced in running employee share plans, and provide access to their platform EquatePlus.

When you join MyShare, you'll get access to your own personal account on EquatePlus – this is where you'll manage your shares and keep track of your account. Once your shares unlock, you can sell or transfer your shares from EquatePlus. You can also download the Equate plus mobile app, to manage your shares on the go.

#### **1.9 What happened to Shareworks?**

If you've joined MyShare before, you'll know that your MyShare account used to be operated by Shareworks, owned by our previous share plan administrator Morgan Stanley at Work. Morgan Stanley at Work closed down their employee share plan operations in 2024, so we chose a new share plan administrator called Computershare. They have a platform called EquatePlus, where you can manage MyShare – including if you joined in previous years.

You should already have been guided through the process of moving your account over to EquatePlus, but if you do have any questions about this, please contact your local MyShare champion or the MyShare team.

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## 2. Understanding Shares

If you're new to share plans, there's a lot of information to understand. This short section answers key questions you may have.



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## 2.1 What is a Share?

Public limited companies – like Anglo American – are divided into parts known as shares. A share is a unit of ownership in a company, and each share is worth the same.

## 2.2 How much is a share worth?

Anglo American shares have a value, known as the share price. Each share is worth the same. Our share price is decided by the market, based on the demand for our shares and the number of shares available.

If demand is high, our share price usually goes up. If demand is low, our share price tends to go down. It is normal for a company's share price to go up and down throughout the day, as well as over time.

Our share price is impacted by various factors, including:

- » Company performance
- » The state of the industry
- » The wider economic and political landscape.

Sometimes these have an immediate impact on our share price, other times it can take a while for the effects to be felt.

## 2.3 What is a shareholder?

A shareholder is a company or individual who owns (or holds) at least one share in a company, and therefore owns part of the company.

Becoming an Anglo American shareholder means you can benefit from the success you help create.

**Making a gain.** If our share price goes up, the value of your shares goes up too, and you could end up selling them for a higher price than you bought them for – making a profit. Of course, if our share price goes down, your shares could lose some of their value, too. But with MyShare, there are a few ways this risk is minimised. [See question 2.6 for more information](#) on this.

**Earning a profit.** You'll be entitled to a share of our profits – known as dividends – whenever we pay these. Dividends are paid to each share, so the more shares you have the more dividends you're entitled to.

**Have a say.** You'll be eligible to vote on important company-wide decisions at shareholder meetings, such as our Annual General Meetings (AGMs). Each share gives you one vote.

## 2.4 What is a dividend?

A dividend is a fraction of Anglo American's profits, that we may pay to our shareholders from time to time. Dividends are paid to each share, so the more shares you own the more dividends you will earn.

For example: you own 50 shares, and we pay a dividend of £0.52 per share. You'll receive £26 (£0.52 per share x 50 shares).

We generally pay dividends to our shareholders twice a year, usually in May and September. However, whether we pay dividends, and how much we pay, depends on company performance and is not guaranteed.

For shares in MyShare, we'll use your dividends to buy you additional shares, known as Dividend Shares. You can find out more about these in section 5: 'Dividend Shares'.

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## 2.5 What are 'locked' and 'unlocked' shares?

Many employee share plans will give shares that employees can't access immediately. These shares are Locked shares are shares that you own, but can't access for a set period of time. Once that period ends, the shares become unlocked, meaning you're free to sell them if you wish. For MyShare, this includes:

- » **Free Shares.** These are locked for two years. After that, they unlock and become fully yours.
- » **Matching Shares.** These are locked for two years. For each Purchased Share you sell before the Matching Share unlocks, you will lose the Matching Share.

Some of your shares are never locked.

- » **Purchased Shares.** Since you buy these shares, they are fully available from the beginning. However, for every Purchased Share you sell before the Matching Share unlocks, you will lose the Matching Share.
- » **Dividend Shares.** Since these shares are paid for with the dividends you earn on the shares you own, they are fully available from the beginning.

In official documents, you may see the terms 'holding period' or 'vesting period' to describe the period during which shares are locked. The moment when your shares unlock is sometimes referred to as 'vesting'.

## 2.6 What are the risks of investing in shares?

There is always a risk in investing money – including investing in shares. Our share price can go down as well as up. This means that your shares may lose some of their value.

We have created MyShare to minimise the risks associated with investing in shares.

**MyShare: Free Shares.** You receive £1,000 worth of shares for free (rounded down to the nearest whole share). This means that even if the value of your shares decreases over time, you won't lose any money.

**MyShare: Purchase and Match.** There is some risk attached to the shares you buy. If our share price goes down, your Purchased Shares may be worth less than you paid for them. However, the Matching Share we give you for each share you buy helps to protect you if our share price falls. You can find out more about this in question 4.1.14.

## 2.7 Where can I find information about Anglo American's share price?

You can find lots of useful information about our shares and how they are performing by visiting the Investor section of the Anglo American plc website: [angloamerican.com/investors](http://angloamerican.com/investors).





# 3. MyShare: Purchase and Match

MyShare: Purchase and Match is a great way to invest in Anglo American – and be rewarded for it! For every share you buy, we give you another one at no cost to you! Here's everything you need to know about how MyShare: Purchase and Match works.

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## 3.1 Overview

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### 3.1.1 What is MyShare: Purchase and Match?

With MyShare: Purchase and Match, you buy shares in Anglo American directly from your salary. For every Purchased Share you buy, we give you an extra Matching Share for free. Your Matching Shares are locked for two years from the beginning of MyShare. You can't access them until they unlock, which means you can sell them or transfer them.

When you join, you decide how much you'd like to contribute from your salary each month, to buy Anglo American shares. You can choose to contribute any amount between £10 and £150 per month (or your local currency equivalent – see the MyShare: Purchase and Match brochure for further information).

Each month for two-years, we use your contributions to buy your shares for you. These are your Purchased Shares. You'll need to hold onto your Purchased Shares for the full two years to unlock your Matching Shares.

After that, all your shares belong to you to keep or sell as you wish!

Joining MyShare: Purchase and Match is a great way to watch your share pot grow.

### 3.1.2 How do I join MyShare: Purchase and Match?

You'll receive an email inviting you to join, from Computershare. When you login into your EquatePlus account, the option to enrol will be available under the 'tasks' section on your overview page.

### 3.1.3 When can I join MyShare: Purchase and Match?

We open MyShare: Purchase and Match once a year. You can join during this joining period, usually in June/July. We'll let you know when a new joining window will open, and send you a reminder before it closes.

### 3.1.4 What happens if I miss the joining window?

If you miss the joining period, you won't be able to join that year. However, you'll have a new opportunity to join the following year.

### 3.1.5 What if I don't want to join MyShare: Purchase and Match?

Joining MyShare: Purchase and Match is a great way to build your pot of shares, but whether you join MyShare: Purchase and Match is entirely up to you. If you don't wish to join, you don't need to do anything.

There's no obligation to join MyShare: Purchase and Match to claim your MyShare: Free Shares. This is an optional addition to your Free Shares, not a requirement.



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### **3.1.6 Can I join MyShare: Purchase and Match if I've joined before?**

Yes! If you've joined MyShare: Purchase and Match previously, you can join again. It's a great opportunity to grow your existing pot of shares.

There's just one thing to bear in mind – there is an annual limit to how much you can contribute (see question 3.2.2). This limit applies to all the contributions you're making into MyShare.

### **3.1.7 What happens if I'm promoted after I've joined MyShare: Purchase and Match?**

As long as you met the eligibility criteria when you enrolled, you can complete MyShare: Purchase and Match. However, if you are promoted to Band 5 or above, you won't be eligible to join future cycles of MyShare: Purchase and Match.

### **3.1.8 What happens if I transfer to another country while participating in MyShare: Purchase and Match?**

If you're transferring to a country where we offer MyShare, you'll be able to continue your contributions. In most cases, your contribution amount will automatically be converted to the currency of your new country.

If you transfer to a country where we don't operate MyShare, you won't be able to continue your contributions. You'll still have access to your existing Purchased Shares, and your Matching Shares will unlock after two years as normal. You may also be eligible for a different employee share plan in your new country.



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## 3.2 Purchased Shares

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### 3.2.1 What is a Purchased Share?

Purchased Shares are the shares that you buy when you join MyShare: Purchase and Match.

For every share you buy, we give you a free, Matching Share. Find out more about Matching Shares in [section 3.3 Matching Shares](#).

### 3.2.2 How much can I contribute toward buying Purchased Shares?

You can contribute any amount that between £10 and £150 each month (or your local currency equivalent), depending on what works for your personal circumstances. This is between £120 and £1,800 a year. You also can't contribute more than 10% of your salary.

This means that if you joined MyShare: Purchase and Match last year and you're still contributing, you'll need to make sure that your total contribution amount for MyShare: Purchase and Match this year and last year doesn't take you over this limit.

**Example:** if you contributed £1,200 a year to MyShare: Purchase and Match last year, you'll only be allowed to contribute up to £600 a year to MyShare: Purchase and Match this year.

Your contributions toward MyShare: Purchase and Match in previous years would not count toward the limit, because you'd have stopped contributing by the time this year's MyShare: Purchase and Match starts.

### 3.2.3 Can I change how much I contribute each month?

Unfortunately, you can't change your monthly contribution amount once you've joined. However, you can stop your contributions altogether and leave MyShare: Purchase and Match for this cycle. [See question 7.1](#) for more information about leaving MyShare.

### 3.2.4 Can I pause my monthly contributions?

Unfortunately, you can't pause and re-start your monthly contributions. You can stop contributing and leave MyShare: Purchase and Match for this cycle – but you'll need to wait until the next enrolment period to join again.

There are some exceptions to this. If you're going on unpaid leave, such as a sabbatical, your contributions will automatically be paused. [See question 7.4](#) for more information.

### 3.2.5 How many Purchased Shares can I buy each month?

Each month, you will get the number of shares we can buy on your behalf with your contribution. How many shares your contribution buys depends on various factors, including:

- » **How much you contribute.** The more you contribute, the more shares we can buy for you.
- » **Our share price.** We will buy your Purchased Shares on the London Stock Exchange at the market price at the time. Since our share price changes regularly, the number of shares your contribution buys is likely to change from month to month.
- » **The currency exchange.** If you're making contributions in your local currency, we'll exchange this to pounds sterling, as this is the currency Anglo American shares are traded in. As the currency exchange rates fluctuate, the amount you have available to buy shares each month is likely to change from month to month, affecting the number of shares you can purchase.

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### 3.2.6 What if I can't buy a whole share?

It's unlikely that your monthly contribution will divide exactly by our share price each month. This means there's likely to be an amount of money remaining that's not enough to buy another whole share.

This will be used to buy part of a share, known as a Fractional Share.

**Example:** You're contributing £30. Our share price is £25. You'll receive one share worth £25, and a fraction of a share worth £5.

Over time, your Fractional Shares will add up to a whole share. Any Fractional Shares work in the same way as whole Purchased Shares.

### 3.2.7 How do I buy Purchased Shares?

We do this on your behalf with your contributions.

When you join MyShare: Purchase and Match, you decide how much to contribute each month for two years. This amount is taken directly from your salary after tax, weekly or monthly depending on your payroll frequency. We use it to buy your shares for you. The shares you buy are called Purchased Shares.

### 3.2.8 How often do I buy Purchased Shares?

Your contributions will be taken straight from your salary every week or month (depending on your payroll frequency). We then buy your shares for you once a month, around the 20 of the month.

### 3.2.9 When do I begin buying Purchased Shares?

We typically open a new joining period each June, with your first contribution coming from your salary in July. We'll then use your contribution to buy your first Purchased Shares in August. For full details, including a timeline, please see your latest [MyShare: Purchase and Match Booklet](#).

### 3.2.10 When can I sell my Purchased Shares?

Your Purchased Shares belong to you as soon as you buy them, which means that you can keep or sell them whenever you wish. However, to receive its corresponding Matching Share, you'll need to hold onto each Purchased Share until the Matching Shares unlock. This will be two years after you join MyShare: Purchase and Match.

### 3.2.11 How do I sell my Purchased Shares?

To sell your Purchased Shares, log into your EquatePlus account and follow the instructions on the screen.

There may be some trading costs and taxes to pay when you sell your Purchased Shares. These will vary, depending on your personal circumstances, including where you live. To find out more about how to sell your Purchased Shares, and about any costs or taxes that you may have to pay, see [section 6: 'Unlocking your shares'](#).

### 3.2.12 Will I receive dividends on my Purchased Shares?

Yes. Your Purchased Shares belong to you as soon as you buy them, so you're entitled to receive dividends on them in the form of Dividend Shares. You can find out more about Dividend Shares in [section 5: 'Dividend Shares'](#).

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### 3.2.13 Can I use my Purchased Shares to vote on company matters?

Yes. Your Purchased Shares belong to you as soon as you buy them, and therefore carry voting rights. This means you will be able to have a say on key company decisions, such as at our Annual General Meetings. Each Purchased Share allows you one vote on each key decision.

### 3.2.14 Are there any risks involved with Purchased Shares?

There are always some risks involved when investing your own money to buy shares. If our share price goes down after you buy your shares, then the value of your Purchased Shares will reduce too.

But don't forget, as long as you keep your Purchased Shares until the end of the locked period, you'll receive your Matching Shares at no cost to you. This will help offset any negative changes to our share price (and the exchange rate if you're investing in your local currency). This means our share price would need to reduce significantly before you're out of pocket.

### 3.2.15 Where can I view my Purchased Shares?

You can view your Purchased Shares at any time by logging into your EquatePlus account.



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## 3.3 Matching Shares

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### 3.3.1 What are Matching Shares?

Matching Shares are the shares we give you when you buy shares with MyShare: Purchase and Match, at no cost to you. For every Purchased Share you buy, we give you one Matching Share. Find out more about Purchased Shares in [section 3.2: 'Purchased Shares'](#).

### 3.3.2 How do I get my Matching Shares?

When you join MyShare: Purchase and Match we use your contribution to buy your Purchased Shares for you. For every Purchased Share, we give you a Matching Share for no extra cost. You can see these in your EquatePlus account.

Your Matching Shares are locked until the end of the two-year cycle. After that they unlock and become yours to keep or sell as you wish.

### 3.3.3 How many Matching Shares do I get?

We give you one Matching Share for every Purchased Share you buy. How many Matching Shares you get depends on how many Purchased Shares you buy ([see question 3.2.5 for more information](#)). Over the course of your contributions, you can see your pot of Matching Shares grow.

For every Purchased Share you sell before your Matching Shares unlock, you will lose the corresponding Matching Share. Just hold on to all your Purchased Shares until your Matching Shares unlock to keep all your Matching Shares.

### 3.3.4 Do I need to pay for my Matching Shares?

No – we give you your Matching Shares for free. However, you may need to pay taxes and charges when you come to sell them. There's more information on this in [section 6: 'Unlocking your shares'](#).

### 3.3.5 Will I receive dividends on my Matching Shares?

You won't receive dividends on your Matching Shares as long as they are locked. However, once your Matching Shares unlock, you'll be eligible to receive dividends on them. Your dividends will be paid in the form of Dividend Shares. You can find out more about Dividend Shares in [section 5: 'Dividend Shares'](#).



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### 3.3.6 Do my Matching Shares carry voting rights?

Your Matching Shares don't carry voting rights as long as they are locked. However, once your Matching Shares unlock, they'll carry voting rights. This means you'll be able to have a say on key company decisions, including at our Annual General Meetings (AGMs). Each share allows you one vote on each key decision.

### 3.3.7 When can I sell my Matching Shares?

Unlike your Purchased Shares, which belong to you as soon as you buy them, Matching Shares are locked until two years after your first contribution. This means you can't sell them at this time.

Once they unlock at the end of the two years, your Matching Shares belong to you. You can then keep or sell them as you wish.

### 3.3.8 How do I sell my Matching Shares?

If you decide to sell your Matching Shares once they unlock, you can do so by logging into your EquatePlus account. There may be some trading costs and taxes to pay when you sell your Matching Shares and these will vary, depending on your country of residence. To find out more about how to sell your Matching Shares, and about any costs or taxes that you may have to pay, see [section 6: 'Unlocking your shares'](#).

### 3.3.9 Are there any risks involved with Matching Shares?

Our share price can go down as well as up, which means that your shares may lose some of their value over time. But because your Matching Shares are given to you for free, even if the value of your Matching Shares does decrease over time, you won't lose any money.

Matching Shares give you another advantage too. Because they are given to you for free, if our share price does go down they can help to offset any loss you may make on your Purchased Shares. This means that the value of your shares will need to reduce in value quite significantly before you're out of pocket.

### 3.3.10 Where can I view my Matching Shares?

You can view your Matching Shares at any time by logging into your EquatePlus account. If this is your first time participating in MyShare, we will tell you how to set up your EquatePlus account when we invite to join MyShare: Purchase and Match.



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## 4. MyShare: Free Shares

- MyShare: Free Shares is an easy and safe way to begin your journey as an Anglo American shareholder. Here's everything you need to know about how this part of MyShare works.



#### 4.1 What is MyShare: Free Shares?

Once a year – usually in September – we give all eligible colleagues £1,000 worth of Free Shares, rounded down to the nearest whole share. It's our way of helping everyone invest in their own future, as well as be a part of ours.

Your Free Shares are locked for two years. Once they unlock, you can either keep or sell as you wish

#### 4.2 What is a Free Share?

A Free Share is a share that's given to you, by us, for free. With MyShare: Free Shares we give you 1,000 worth of Anglo American shares, rounded down to the nearest whole share, at no cost to you. Please note your Free Shares may be subject to taxes and charges. See [section 6: 'Unlocking your shares'](#) for more information.

#### 4.3 What is a Free Share Award?

A Free Share Award is the name given to each gift of Free Shares. As part of MyShare: Free Shares, you are eligible for one Free Free Share Award each year – although this is subject to our company performance at that time.

#### 4.4 When do I receive my Free Shares?

MyShare: Free Shares invites you to accept your Free Shares once a year, usually in September. Your Free Shares are locked for two years. During this time you can't:

- » Sell or transfer your Free Shares
- » Receive dividends on your Free Shares
- » Use your Free Shares to vote on company decisions.

Once your shares unlock, they become fully yours and all restrictions are lifted.

#### 4.5 How many Free Shares will I receive?

MyShare: Free Shares gives you £1,000 worth of Free Shares, rounded down to the nearest whole share. This is based on average market price between June and August, which means the exact number of shares you receive depends on our share price.

**Example:** Our share price is £23.80 when we launch MyShare: Free Shares. You will be eligible for 42 shares.  $£1,000 \text{ Free Share Award} \div £23.80 \text{ per share} = 42.0168 \text{ shares}$ . The amount is rounded down to the nearest share.



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#### 4.6 How do I receive MyShare: Free Shares?

When a new cycle of MyShare: Free Shares begins, you'll receive an email inviting you to accept them. You can accept them at any point in the next two years (up to the last working day of August two years later). We'll send you reminders throughout this time, to make sure you don't miss out on this opportunity.

Your invitation will include a link to EquatePlus, our share plan platform.

#### 4.7 Can I receive My Share: Free Shares more than once?

Yes. We offer MyShare: Free Shares each year to eligible colleagues. As long as you remain eligible for MyShare (see question 1.3), you can accept your My Share: Free Shares every time we offer it, and watch your pot of shares grow!

#### 4.8 What if I don't want my Free Shares?

If, for any reason, you don't wish to accept your MyShare: Free Shares, you don't need to do anything. Simply ignore your invitation.

#### 4.9 When can I sell my Free Shares?

Your Free Shares are locked for two years from the date we offer them. During this time, you can't sell or transfer them. You can, however, view your MyShare: Free Shares at any time by logging into your EquatePlus account, and see if the value of your Free Shares is going up or down.

After two years, your MyShare: Free Shares unlocks. At this point, you can keep, sell or transfer them as you wish. See section 6, 'Unlocking', for more information.

#### 4.10 Will I receive dividends on MyShare: Free Shares?

You won't receive dividends on MyShare: Free Shares as long as they are locked. However, once your Free Shares unlock, you'll be eligible to receive dividends on them. Your dividends will be paid in the form of Dividend Shares. You can find out more about Dividend Shares in section 5: 'Dividend Shares'.

#### 4.11 Do my Free Shares carry voting rights?

Your MyShare: Free Shares don't carry voting rights as long as they are locked. However, once your Free Shares unlock, they'll carry voting rights. This means you'll be able to have a say on key company decisions, including at our Annual General Meetings (AGMs). Each share allows you one vote on each key decision.

#### 4.12 Are there any risks involved in accepting my Free Shares?

No, they're free! Our share price can go down as well as up, which means that your Free Shares may lose some of their value. However, since you've not invested any of your own money into MyShare: Free Shares, even if the value of your shares does decrease over time you won't lose any money.

#### 4.13 Where can I view my Free Shares?

Once you accept your Free Shares, you can view them at any time by logging into your Equateplus account.

#### 4.14 What happens if I'm promoted after I've accepted MyShare: Free Shares?

As long as you met the eligibility criteria when you accepted your Free Shares, you can complete MyShare: Free Shares. However, if you are promoted to Band 5 or above, you won't be eligible for future MyShare: Free Share awards.

#### 4.15 What happens if I transfer to another country before MyShare: Free Shares unlocks?

Transferring to another country won't affect any MyShare: Free Shares you've already accepted.

If you're transferring to a country where we offer MyShare, you'll be eligible for future MyShare: Free Share awards. If you transfer to a country where we don't offer MyShare, you won't be offered further MyShare: Free Share awards. However, you may be eligible for a different employee share plan in your new country.

# 5. Dividend Shares

### 5.1 What is a dividend?

When companies make a profit, they can choose to re-invest their profit into their operations, or pay out profits to their owners.

Anglo American is owned by its shareholders, and give them a portion of our profits from time to time. These profits are called dividends. Dividends are paid per share, so the more shares you hold, the more dividends you'll receive.

If you join MyShare, you may become eligible to receive dividends. We generally pay dividends to our shareholders twice a year (usually in May and September), although this depends on company performance and is not guaranteed.

### 5.2 What is a Dividend Share?

Dividends paid to shares you hold in MyShare are automatically used to buy you more shares. These are called Dividend Shares. This means you won't receive a payment, but your pot of shares will grow.

### 5.3 Which shares are eligible for Dividend Shares?

Whenever we pay dividends, you'll be entitled to Dividend Shares on any MyShare shares that fully belong to you. This is all shares except locked Free Shares and locked Matching Shares.

Type of share	Eligible for Dividend Shares
Purchased Shares	✓
Matching Shares (locked)	✗
Matching Shares (unlocked)	✓
Free Shares (locked)	✗
Free Shares (unlocked)	✓
Dividend Shares	✓



#### 5.4 How do I get my Dividend Shares?

Your Dividend Shares will automatically be added to your EquatePlus account.

#### 5.5 How many Dividend Shares will I receive?

How many Dividend Shares you receive depends on:

- » How many eligible shares you hold when we pay dividends (see question 5.3). Since we pay dividends to each share, the more eligible shares you have the more dividends you'll be entitled to.
- » How much we pay in dividends. This depends on our company performance: the more profit we share among our shareholders, the higher our dividends will be.
- » Whether we pay dividends at all. Company performance isn't guaranteed.

#### 5.6 Will I get Matching Shares on my Dividend Shares?

No, we don't give Matching Shares on Dividend Shares.

#### 5.7 When can I sell my Dividend Shares?

As soon as any Dividend Shares appear in your EquatePlus account, they are yours to keep or sell as you wish.

#### 5.8 How can I sell my Dividend Shares?

You can sell your Dividend Shares by logging into your Equateplus account. There may be some trading costs and taxes to pay when you sell your Dividend Shares and these will vary, depending on your country of residence. To find out more about how to sell your Dividend Shares, and about any costs or taxes that you may have to pay, see section 6: 'Unlocking your shares'.



# 6. Unlocking

As you come to the end of MyShare, your Matching Shares and/or Free Shares will unlock. This section tells you all you need to know about this process, and what you can do next.



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## 6.1 End of MyShare: see your shares and decide what to do

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### 6.1.1 How can I check if my shares have unlocked?

You can see all your shares, and which ones have unlocked, by going to your EquatePlus account. There, you can clearly see which of your shares are locked and unlocked.

### 6.1.2 How many shares do I have?

At the end of MyShare, you may have some or all of these :

- » Your Free Shares
- » Your Purchased Shares
- » Your Matching Shares: one for each Purchased Share you had when they unlocked
- » Dividend Shares equal to the amount you would have earned on your Purchased Shares during MyShare.

To see exactly how many shares you have, go to your EquatePlus account. You can see how many shares you have on your overview section of your EquatePlus account.

### 6.1.3 How is the number of shares I have calculated?

The number of shares you have depends on:

- » Accepting your Free Shares (see section 4: MyShare: Free Shares)
- » Joining MyShare: Purchase and Match (see section 3: MyShare: Purchase and Match)
- » How much we've paid in dividends (see section 5: Dividend Shares)
- » What tax is applicable to your Free Shares and Matching Shares as they unlock (see question 6.4.4).

### 6.1.4 What can I do with my unlocked shares?

Your unlocked shares are fully yours, to keep or sell as you wish. You can do what you want with your Purchased Shares, without losing your Matching Shares. You can also access your Free Shares, Matching Shares and Dividend Shares.

You have several choices:

- » Keep your shares, and enjoy the benefits of being an Anglo American shareholder.
- » Sell your shares and keep the proceeds.
- » Transfer your shares. What's right for you depends on your individual circumstances. Remember that share prices can go down as well as up.

What's right for you depends on your individual circumstances. Remember that share prices can go down as well as up.

There is no rush to make a decision – your shares will stay in your EquatePlus account until you decide what to do with them.

### 6.1.5 Where can I get help with my decision?

We've provided you with information, in these FAQs and across our other documents, to help you make the best decision for yourself. However, we can't give you financial advice about what choice to make – this depends on what's right for you and your personal circumstances.

If you would like financial advice, please speak with a qualified accountant, financial and/or tax advisor.

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## 6.2 Keeping your shares

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### 6.2.1 What are the benefits of keeping my Anglo American shares?

If you choose to keep your Anglo American shares, you can enjoy all the benefits of being an Anglo American shareholder. This includes:

- » Having a say on key company decisions at company General Meetings. Each share you have allows you to have one vote on each key decision.
- » Receiving a share of our profit, known as dividends, whenever we pay them. Each share you hold receives a dividend payment, so the more shares you have the more dividends you earn. As long as you keep your shares in your EquatePlus account, we will use your dividends to buy you additional shares, known as Dividend Shares.
- » Stay on the Anglo American journey, and watch our share price change. If our share price increases, you could benefit from our collective success (although please note that share prices can go down as well as up).

### 6.2.2 What happens to any shares I decide to keep?

You can keep your shares in your Equateplus account at no cost to you, for as long as you need to.

### 6.2.3 How long can I keep my Anglo American shares for?

You can keep your Anglo American shares for as long as you want. There is no deadline for selling or transferring your shares.

If you're based in China and you leave Anglo American, you'll need to sell your shares within 180 days of leaving the company.

If you're based in any other country, you can keep your shares in your EquatePlus account as long as you want, even after you leave Anglo American.

### 6.2.4 How can I keep my Anglo American shares?

If you choose to keep your Anglo American shares, you can either keep them in your EquatePlus account, or transfer them to your own brokerage account. This is entirely your decision.

### 6.2.5 How can I transfer my Anglo American shares to my own brokerage account?

If you want to transfer your Anglo American shares to your own brokerage account, you'll need to do this via your EquatePlus account. Login to your EquatePlus account and go to the 'Portfolio' section. Here you can choose to 'Sell or Transfer'. If you wish to transfer your shares and need guidance, please contact Computershare.

### 6.2.6 Are there any risks to keeping my Anglo American shares?

Anglo American shares are traded on the London Stock Exchange. This means our share price will go up and down throughout the day, and it can be affected by various factors, including:

- » Our performance
- » The global economy
- » The state of the financial markets

It is possible that our share price could decrease, and if you choose to keep your shares they may reduce in value. If this happens, you could get back less than you invested. However, we have designed MyShare to protect you from movements in the market, with Free Shares and Matching Shares. This means our share price would have to drop significantly for you to make a loss on your shares.

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## 6.3 Transacting your shares from EquatePlus

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### 6.3.1 What does transacting my shares mean?

Transacting is the term you'll see in your EquatePlus account. It refers to any time share ownership changes hands. This includes:

- » Buying shares
- » Selling shares
- » Giving shares – known as 'transferring'.
- » Transferring your shares to your own brokerage account

How to buy shares is covered in the [MyShare: Free Shares](#) and [MyShare: Purchase and Match](#) sections of these FAQs.

In this section, we'll look at how you can sell and transfer your shares directly from your EquatePlus account. If you decide to keep your shares in your own brokerage account, you'll need to speak with them about their processes.

### 6.3.2 Can I transact my shares whenever I want?

Most colleagues can sell their shares at any time.

However, there are some exceptions, to prevent colleagues inadvertently trading in Anglo American shares when they have privileged information – known as insider trading – which is an illegal offence. Colleagues can't trade Anglo American shares without permission if:

- » Through their work, have information that isn't yet publicly available, and which could impact our share price. For example, colleagues in our finance department may not be able to trade in the lead-up to announcing our financial results. Once the information becomes public, they can again trade their shares.
- » They're listed on our Restricted Persons List.

How to buy shares is covered in the [MyShare: Free Shares](#) and [MyShare: Purchase and Match](#) sections of these FAQs.

All colleagues must comply with the requirements in our Share Dealing Policy and Code of Conduct, which also include information on market abuse laws. If you are unsure, please contact your local HR/Reward team.

### 6.3.3 What costs will I need to pay?

When you sell your shares, you will need to pay trading costs. Trading costs are the administrative fees for making a transaction, including brokerage fees.

Anglo American has negotiated a good dealing rate of 0.35% per transaction, or £25.00 – whichever is lower. You do not need to pay for your trading costs upfront: the money is taken from your sale.

**Example:** if you sell £5,000 worth of shares, the fee is still £25. This means you'll receive in your bank account  $£5,000 - £25 = £4,975$ .

You'll receive the money in your local currency, which means you'll also need to pay for the currency exchange. This will also be taken from your sale, so you won't need to pay it yourself.

#### 6.3.4 What happens when I sell my Anglo American shares?

When you're ready to sell all or some of your Anglo American shares, you'll need to let us know through your EquatePlus account. We have created a how-to guide to give you a step-by-step process of how this works. As part of this process, you need to let us know:

- » When you want to sell your shares
- » What bank account you want the money from your shares

Your shares will then be sold at the time you stated, and you should receive your funds in the next 5-10 working days. (see 'When do I receive the proceeds from my sale?').

You can sell as many of your shares as you want, as frequently as you want. Be aware that trading fees apply.

#### 6.3.5 When are my shares sold?

Once you let us know, through your EquatePlus account that you want to sell your shares, you'll have options for when to trade them:

1. **Market order** – sell your shares immediately at the market price at the time
2. **Limit order** – set a minimum price, and your shares will be sold if/when the market reaches that price in the next 365 days.

#### 6.3.6 How much money will I receive from selling my Anglo American shares?

The amount you receive from selling your shares will depend on various factors, including:

- » How many shares you sell
- » Our share price when you sell your shares
- » The currency exchange rate when you sell your shares: Anglo American shares are sold in pounds sterling (£)
- » Any brokerage fees. If you're selling your shares directly from your EquatePlus account, see the question 'What fees will I need to pay?'.

#### 6.3.7 When will I receive the money from selling my shares?

It can take 2-3 weeks for your money to appear in your bank account from the day the shares are sold.

It takes two working days after you sell your shares for your sale to be processed. If you see 'Sales are settled on a T+2 basis', that's what it means: the trade date 'T' plus two working days.

It will then take another 5-10 working days for the money from your sale to be transferred into your bank account.

#### 6.3.8 How do I receive my money when I sell my shares?

When you sell your shares, your Shareworks account will ask you to confirm your bank details. The money from your sale will be sent straight to your bank account, in the currency of your choice.

If you're paid in China, there's a different process. You'll receive your net proceeds through your local payroll. There's more information in the Chinese 'How-to' guide.



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### 6.3.9 What happens if I give away my Anglo American shares?

You can give your shares – known as transferring your shares – to your spouse. You can do this through your EquatePlus account. Login to your EquatePlus account and go to the 'Portfolio' section. Here you can choose to 'Sell or Transfer'. If you want to transfer your shares and need guidance, please contact Computershare.

### 6.3.10 How do I transfer my unlocked shares?

You can transfer your unlocked shares to a spouse through your EquatePlus account. Log in and go to the 'Portfolio' section. Here you can choose the options to 'Transfer'. If you wish to transfer your shares and need guidance, please contact Computershare.



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## 6.4 Tax

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### 6.4.1 Why do I need to pay tax?

Almost every country in the world takes taxes to help pay for the functions of the state – from education to roads. Businesses and individuals need to pay tax, and in some countries social security contributions, on the money they earn and the money they spend. Each country has different rules and regulations around tax, so your experience of tax will be unique to you.

You can find a tax guide for your jurisdiction in your EquatePlus account, in the 'Documents' section under 'Library'. If you're still unsure about any tax obligations around your shares, please seek independent financial advice.

### 6.4.2 How much tax do I need to pay when my shares unlock?

The amount you owe will depend on where you live. It will be calculated on the total value of the shares that are unlocking. This means how much all your Free Shares and Matching Shares would be worth if you were selling them on the day they unlocked.

You won't have to pay tax on your Purchased Shares, since you haven't made a profit on them: you bought them with your salary after tax and social security, so they are completely yours.

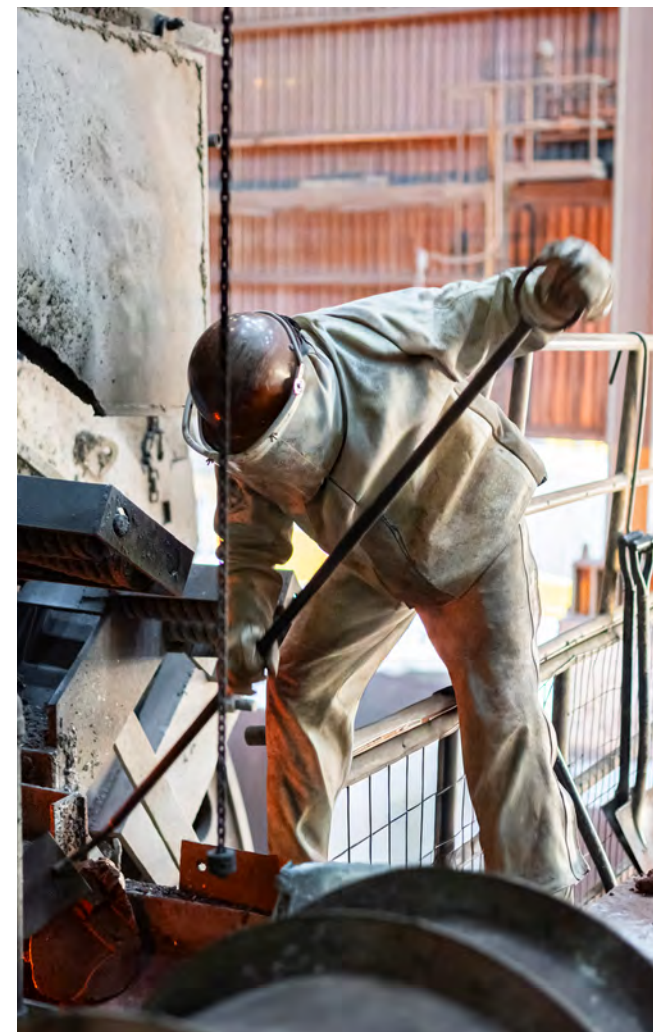
In some countries, you may be required to pay a tax on your dividends, but please seek financial independent advice regarding this.

### 6.4.3 How do I pay tax when my shares unlock?

In some countries, Anglo American is obliged to arrange for your tax to be paid on your behalf. Where that is the case, we'll sell enough of your unlocked shares to cover the cost, and use that money to pay your tax. This means you may have fewer shares in your account.

All your shares – shares sold to pay your tax = shares in your EquatePlus account you can sell.

In other countries, you are responsible for paying your own taxes. You will need to complete a tax return, and your tax authority will then let you know how much you owe, and advise you on how to pay your taxes.



#### 6.4.4 How much tax do I need to pay when I sell my shares from my EquatePlus account?

When you decide to sell your shares, you won't have to pay any income tax. However, you may need to pay other taxes, such as a tax on profit. Which taxes apply, and how much you need to pay, will depend on factors including:

- » The tax legislation in your jurisdiction.
- » Your personal circumstances.
- » The profit you make on selling your shares.
- » Any tax-free allowances that may apply in each tax year – this is profit you can make before you start paying taxes.

Please seek independent financial advice if you are unsure.

#### 6.4.5 How do I pay my tax when I sell my shares from my EquatePlus account?

It depends on where you live and work.

In some countries, you will need to complete a tax return. Your tax authority will then let you know how much you owe, and advise you on how to pay your taxes.

Please seek independent financial advice if you are unsure

#### 6.4.6 How do I calculate my profit?

You make a profit if the amount you sell your shares for is more than the amount you paid for them. Here's what this means for your different shares.

- » **Purchased Shares** – your profit is the amount you sell your shares for, minus the amount you paid for your shares.  
If you sell your shares for less than you bought them, then you make a loss and don't have to pay any tax
- » **Matching Shares and Free Shares** – as you didn't pay for your shares, any money you earn is profit – whether our share price goes up or down.

You won't pay tax on any trading costs, as that's not considered profit.



A photograph of two construction workers in safety gear (hard hats, safety glasses, and high-visibility vests) working on a structure. One worker is holding a tool or device, and the other is looking at it. The background shows a large, curved structure, possibly part of a building or bridge, under construction. The lighting is bright, suggesting a sunny day.

# 7. Leaving Anglo American

MyShare is only available to certain Anglo American colleagues. If you leave Anglo American, or go on long term leave, there will be an impact on your MyShare shares. Here is what you can expect.

### 7.1 Will I be eligible for MyShare if I leave Anglo American?

No. MyShare is only for select Anglo American colleagues. If you leave Anglo American, you'll no longer be eligible for MyShare.

If you're currently contributing to **MyShare: Purchase and Match**, your contributions will automatically stop on your final day.

### 7.2 What will happen to MyShare shares if I leave Anglo American?

Different shares will be affected differently if you leave Anglo American. The reason you leave also has an impact on what you can expect.

Type of share	Impact
Purchased Shares	These shares belong to you fully. They are yours, even after you leave Anglo American.
Matching Shares (unlocked)	
Free Shares (unlocked)	
Dividend Shares	
Matching Shares (locked)	Locked shares don't belong fully to you. Whether you can keep them depends on your reason for leaving.  You can keep your shares if you leave due to: <ul style="list-style-type: none"><li>» Redundancy</li><li>» Ill health</li><li>» Retirement</li><li>» Work-related injury</li><li>» Death in service (your shares will be given to your beneficiaries)</li></ul>
Free Shares (locked)	You will lose your shares if you leave due to: <ul style="list-style-type: none"><li>» Resignation</li><li>» Dismissal</li></ul>



### 7.3 What can I do with my shares after I leave?

If you leave Anglo American, your choices about what you can do with your shares remain the same. You can:

- » **Keep your shares**, and enjoy the benefits of being an Anglo American shareholder.
- » **Sell your shares** and keep the proceeds.
- » **Transfer your shares**, and give them to your spouse, family, friends or a charity.

You can keep any shares in your EquatePlus account for as long as you wish. As long as you keep your shares, you'll continue to be eligible to receive dividends as and when we pay them, and you'll still be able to vote on key company decisions.

There's more information in section 6, 'Unlocking'.

### 7.4 What happens if I go on long term leave or have a career break?

You may go on long term leave, such as:

- » Maternity / paternity leave
- » Long-term sick leave
- » Sabbatical / career break.

If you're contributing to MyShare: Purchase and Match, this will continue as long as you have enough salary to cover contributions. You can also choose to pause your contributions, and restart them when you return to work – so long as that cycle hasn't finished.

Any shares you have within MyShare will be treated as usual.

### 7.5 What if my employer leaves the Anglo American Group?

If your employing company leaves the Anglo American Group, you will not be eligible for MyShare any longer. This means:

- » You won't be eligible to join future cycles of MyShare: Purchase and Match.
- » Your contributions to existing MyShare: Purchase and Match will stop on your last day of employment.
- » You won't be entitled to future awards of MyShare: Free Shares.

You will be able to keep all shares you have previously bought or received as part of MyShare, including locked Matching Shares and / or Free Shares. Depending on the circumstances, these may unlock sooner than they otherwise would.

Type of share	What happens
Purchased Shares	These are yours, and you can keep, sell or transfer them whenever you want.
Unlocked Matching Shares	
Unlocked Free Shares	
Dividend Shares	
Locked Matching Shares	These will remain locked until the normal unlocking time (two years after you join the MyShare cycle).
Locked Free Shares	

A worker in a silver heat-reflective protective suit is working in a steel mill. The worker is positioned in the center-right of the frame, surrounded by complex industrial machinery and structural beams. The scene is illuminated with a strong orange and red glow, characteristic of a high-temperature industrial environment. The worker's suit is highly reflective, and they are wearing a full-face shield. The background shows a dense network of metal structures and pipes, with some bright light sources visible in the distance.

# 8. Glossary

We've used plain language in these Q&As and other MyShare communications, so you can easily understand MyShare. However, you may come across some of these terms – either here or in other materials.

**Annual General Meetings (AGMs)** Meeting of shareholders where the Board of Directors propose items for shareholders to approve. Anyone who owns a share in Anglo American can vote on these proposals. Each share allows you to have one vote.

**Award** A gift of free shares from Anglo American to its employees.

**Bad leaver** Someone who leaves Anglo American for a reason which means they will not be entitled to keep their locked shares. This includes resignation and dismissal. See also 'Good leaver'.

**Brokerage account** A personal account you can use to trade stocks and shares. Your EquatePlus account is a brokerage account.

**Brokerage costs** Costs associated with buying and selling shares, such as the administration costs for handling the transaction.

**Closed period** A period of time when certain colleagues are not able to trade Anglo American shares, for example if they have specific knowledge that is not yet public. See also 'Restricted Persons List'.

**Computershare** Our supplier, who carry out the administration of MyShare. We give your contributions to Computershare who then buy your shares and put them in your EquatePlus account.

**Contribution** The amount of money you choose to invest in MyShare: Purchase and Match every month from your net pay (after tax).

**Contribution limit** The maximum amount you can contribute to MyShare: Purchase and Match. This is a maximum of £1,800 per year or 10% of your salary, (or your local currency equivalent) whichever is lower. This limit applies to the total contributions across all Purchase and Match plans you're contributing into.

**Cycle** The two year duration of MyShare: Purchase and Match and/or MyShare: Free Share. During this time, Matching Shares and Free Shares are locked.

**Dealing** The process of buying and/or selling your Anglo American shares through a broker usually via your share plan administrator.

**Dividends** A share of Anglo American's profits which we pay to our shareholders from time to time (depending on company performance). Each share is entitled to a dividend whenever we pay them, so the more shares you have the more dividends you will receive. Anglo American usually pays dividends twice a year, but this is at the discretion of our Board of Directors.

**Dividend Shares** Any dividends you earn on your MyShare shares are reinvested for you, and used to buy you further shares. These are known as Dividend Shares.

**Employee share plan** An opportunity for colleagues to own Anglo American shares and share in our future success. MyShare is Anglo American's employee share plan.

**Enrolment period / Enrolment window**  
The period of time when you can join MyShare: Purchase and Match. This is normally open for a few weeks in June/July.

**EquatePlus** The administrative platform we use to manage MyShare. It is provided by Computershare.

**Exchange Rate** The amount of money you get when you exchange one currency to another – it can move up and down.

**Fractional Shares** Part of a share. If your contributions are enough to buy you 3.25 shares you will get 3 shares and a quarter of a share. Your quarter share is a fractional share.

**Free Shares** Shares that we give to you, for free – although you may need to pay tax on them. They're locked for two years before you can access them.

**Good leaver** Someone who leaves Anglo American for a reason which means they will be entitled to keep their locked shares. This includes redundancy, retirement or ill health. See also 'Bad leaver'.

**Holding Period** The period during which your Free and / or Matching Shares are locked and cannot be accessed.

**Locked Shares** Locked shares are shares you have, but can't sell or transfer for a set period of time. Your MyShare: Free Shares and / or Matching Shares are locked for two years.

**Market** The place where shares are bought and sold. This is now done virtually.

**Matching Shares** The extra shares you get from Anglo American as part of MyShare: Purchase and Match. For every share you buy, we give you one for free – although you may need to pay tax on them. They're locked for up to two years before you can access them, and if you sell the share you bought before your Matching Share unlocks, you'll lose your Matching Share.

**MyShare** Our employee share plan, that gives our colleagues the opportunity to own part of Anglo American so you can share in our future and build yours too!

**Open period** A set period of time when colleagues are able to sell or transfer Anglo American shares. See also 'Closed Period'.

**Public limited companies** Companies, like Anglo American, that offer shares to the general public.

**Purchased Shares** Shares that we buy on your behalf with your contributions, and which match with an equivalent Matching Share. If you sell any Purchased Share(s) before the Matching Shares unlock, you'll lose your equivalent Matching Share(s).

**Re-enrol** Join MyShare: Purchase and Match again, if you've already joined previously.

**Restricted persons list** A list of colleagues who have specific knowledge about our operations, and therefore are not able to trade their shares at certain times. We will let you know if this applies to you. See also: 'Closed Period'.

**Shares** Equal units of ownership in a company. Each share is worth the same, and can be traded on the open market. Anglo American shares are traded on the London Stock Exchange, in pounds sterling.

**Shareholder** A person or company who owns one or more shares in Anglo American. MyShare is your opportunity to become an Anglo American shareholder.

**Share price** The amount our shares trade for on the open market. How much our shares are worth depends on a series of factors and goes up and down throughout the day. See question 2.2 for more.

**Tax** A share of your profit that you need to pay to your government. The rules and amounts change from country to country.

**Trading costs** Costs associated with buying and selling shares. This may include brokerage costs (the administration costs for handling the transaction) and currency exchange costs. You are responsible for any trading costs from shares you sell or transfer out of your EquatePlus account.

**Transacting** This is the term used for any time share ownership changes hands. This includes:

- » Buying shares
- » Selling shares
- » Transferring your shares to your own brokerage account.

**Unlocked Shares** Shares that we give to you, free of cost, once they become yours to keep or sell as you choose. This includes your Free Shares and/or Matching Shares.

**Vest/ Vesting** The moment when your locked shares unlock and become fully yours.

**Vesting Period** The period during which your Free and/ or Matching Shares are locked. See also 'Holding Period'.

**Voting rights** The ability to vote on key company decisions. Each share you hold (except for locked shares) entitles you to one vote on each decision.



## Support

In this document we've pulled together the questions we think colleague may ask. If you have other questions that are not listed here, we are around to support you.

» Speak with your local MyShare Champion

### EquatePlus

If you have any questions about your online EquatePlus account, you can contact Computershare (our MyShare administrator)

#### United Kingdom

+44 117 313 1865

#### Ireland

+353 1800 817369

#### US/Canada

+1 877 505 8983

#### Australia

+61 180 095 3672

#### Brazil

+55 2139 007 871

#### Chile

800 380 232

Phone lines are open Mon-Fri 24 hours / 5 days a week from 10pm (CET) on Sunday to 10pm (CET) on Friday. Calls received between 4pm - 8am (CET) usually have the shortest waiting times.