

Form of Election for Unmatured Irish Sharesave Options

This Form of Election is important and requires your immediate attention. It should be read with the enclosed explanatory letter from RSA and Bidco dated 22 December 2020 and the Scheme Document; definitions used in that explanatory letter and the Scheme Document apply in this Form of Election.

This Form of Election is for Unmatured Options only. If you hold Irish Sharesave Options which will become exercisable prior to the date of Court Sanction, you may exercise these in the normal way, as described in the relevant maturity or leaver pack (as applicable).

Please complete this Form of Election by typing your personal details into the table at section 1 below and apply your electronic signature by typing your name and the date in section 2, and then email the completed and signed Form of Election to Link Market Services Trustees Limited (“Link”) at RSANOE@linkgroup.co.uk as soon as possible and in any event so as to arrive by no later than 5.00 p.m. (UK time) on 31 March 2021 or any earlier deadline which is notified to you once the date of Completion of the Acquisition is known.

Please keep a copy of your completed Form of Election for your records. Please note that your Form of Election may not be accepted if it has not been completed correctly, cannot be read or is received after the deadline.

If you have any questions that relate to your Irish Sharesave Option(s), what your choices are or how to complete your Form of Election once you have decided what choice you wish to make, please contact the share plans helpline on +44 800 141 2955 and select Option 1, or by email to rsasaye@rsashareplans.com.

Section 1. Your personal details

<i>Employee/Personnel number*</i>	
<i>Full Name</i>	
<i>Address</i>	
<i>Telephone number</i>	
<i>Email address</i>	

* This can be found on your payslip.

Section 2. Your Instruction and electronic signature

I wish to exercise my Unmatured Option(s) on the Completion of the Acquisition to the maximum extent possible using the savings contributions I have made as at that date.

I understand and accept that:

- the choice I have made on this Form of Election is irrevocable (save as permitted) unless the Acquisition does not proceed; and
- I have read and understood and agree to be bound by the Terms and Conditions applying to the Form of Election set out at Appendix 3 to the attached explanatory letter and the rules of the Irish Sharesave.

Dated

Your electronic signature

ONCE THIS FORM OF ELECTION HAS BEEN COMPLETED AND ELECTRONICALLY SIGNED, PLEASE SEND IT TO LINK BY EMAIL TO RSANOE@LINKGROUP.CO.UK