

Form of Election for Unmatured UK 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 UK 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 send the completed and signed Form of Election to Link Market Services Trustees Limited ("Link") by either:

- **typing your personal details into the table at section 1 below and applying your electronic signature by typing your name and the date in section 2, and then emailing the completed and signed Form of Election to RSANOE@linkgroup.co.uk; or**
- **printing this Form of Election, filling your personal details into the table at section 1, and signing and dating the Form of Election at section 2, and then posting the completed and signed Form of Election to Link Market Services Trustees Limited, c/o Corporate Actions, 34 Beckenham Road, Beckenham, Kent, BR3 4TU**

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 UK 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 0800 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 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 UK Sharesave.

Dated

Your signature

ONCE THIS FORM OF ELECTION HAS BEEN COMPLETED AND SIGNED, PLEASE SEND IT TO LINK:

- BY EMAIL TO RSANOE@LINKGROUP.CO.UK, IF YOU HAVE CHOSEN TO SIGN IT ELECTRONICALLY; OR
- BY POST TO LINK MARKET SERVICES TRUSTEES LIMITED, C/O CORPORATE ACTIONS, 34 BECKENHAM ROAD, BECKENHAM, KENT, BR3 4TU, IF YOU HAVE CHOSEN TO SIGN A HARD COPY