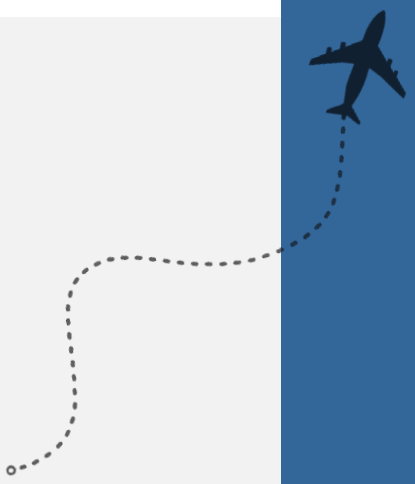
GKN AEROSPACE

Save As You Earn (SAYE) Sharesave FAQs

Reward

2026



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GKN Aerospace SAYE FAQ's

Q: When will the scheme start?
A: The first enrolment period will run from 2 November 2026 to 20 November 2026.

Q: How do I sign up?
A: Employees will be able to join the scheme during a dedicated enrolment window. During this period, you will receive information explaining how to enrol, choose your monthly savings amount and complete your registration.

Q: Who manages the scheme?
A: The SAYE scheme is sponsored and managed by GKN Aerospace. Day-to-day administration, including participant accounts and online access, is provided through the JP Morgan platform.

Q: Is there a portal that I need to register with?
A: Yes. When the enrolment period opens, you'll receive an email with instructions on how to register on the JP Morgan platform. During registration, you will be able to select how much you would like to save each month through payroll deductions.

Q: How much can I save each month?
A: You can choose to save between £5 and £500 per month.

Q: What is the savings period? (3yrs, 5 yrs etc.)
A: The scheme offers either a 3-year or 5-year savings period. The choice is yours.

Q: Will GKNA open further schemes if I don't join this time?
A: Typically, SAYE schemes are launched on a regular basis, often annually. While future launches cannot be guaranteed, employees who do not join this invitation may have opportunities to participate in future offerings.

Q: How will the monthly deductions be taken?
A: Your savings contributions will be taken directly from your take-home pay through payroll and paid into your SAYE savings account.

Q: When will my first savings deduction be taken?
A: If you join the scheme during the enrolment period, your first savings contribution will be deducted from your January 2027 payslip. Contributions will then continue monthly for the duration of your chosen savings period unless you pause or stop your contributions.

Q: Can I stop, pause, reduce or increase my monthly contributions?
A: Once you have joined the scheme, you cannot increase or reduce your chosen monthly savings amount. You can take a savings break of up to 12 months if needed. If you decide to stop participating, you can withdraw your savings, but you will leave the scheme and will normally lose the opportunity to buy shares through this SAYE invitation.

Q: Can I miss payments and rejoin later?
A: You can pause your savings contributions for up to 12 months without leaving the scheme. If a 13th contribution is missed, you will not be able to make any further contributions under that savings contract. If you stop participating and leave the scheme, you cannot rejoin the same grant at a later date.

Q: Where is my money saved?
A: Your savings will be held and administered through the JPMorgan platform, where you will be able to view your balance and scheme information.

Q: Will I earn interest or a bonus on my SAYE savings?
A: Yes. In addition to getting back the money you save each month, your SAYE savings will earn a tax-free bonus at the end of the savings period. For this invitation, the bonus rates are:

- 3-year contract: 0.4
- 5-year contract: 1.1

The bonus rate is fixed when you join the scheme and will not change during the savings period. While your savings are held in accounts managed by the savings provider, the amount you receive is based on the fixed bonus rate shown above and is not affected by investment performance.

Q: What is the option price for shares?
A: The option price is set at the start of the invitation period and will be communicated before you enrol. The option price will be set at a 20% discount to the market value of a Melrose Industries PLC share.

Q: What happens if the share price falls below the option price?
A: At the end of the savings period, you are not required to buy shares. If the market share price is lower than your option price, you can simply take back your savings (and any applicable bonus or interest) instead of purchasing shares.

Q: Is there a cap on the number of shares I can buy?
A: There is a limit on the value of savings that can be used under the scheme. As a result, the number of shares available will be determined by your savings amount and the share price.

Q: What happens at the end of my savings period?
A: At the end of your 3- or 5-year savings period, you can choose whether to use your savings to buy company shares at the fixed option price set when you joined the scheme, or take back your savings in cash.

Q: At the end of the scheme period do I need to use all my savings to buy shares or can I take some cash and some shares?
A: No. You may choose to use all or part of your savings to buy shares under your option and take the

remaining savings as cash. The options available to you at maturity will be communicated closer to the maturity date.

Q: Can I lose the money I've saved?
A: No. You will not lose the money you have contributed. One of the key benefits of SAYE is that you can choose to take your savings back instead of buying shares.

Q: Are my savings protected by the FCA?
A: Savings are held with an authorised provider and are subject to applicable regulatory protections. Details of the specific protections available will be provided in the scheme documentation.

Q: What happens if I leave GKNA?
A: The treatment of your SAYE account will depend on the reason for leaving and the timing. In all cases, you can withdraw your accumulated savings. Certain good-leaver circumstances may allow different treatment. Full details will be included in the plan rules.

Q: Are there any tax or national insurance implications?
A: Your monthly savings contributions are deducted from your net (after-tax) pay. Any bonus or interest payable under the SAYE savings arrangement is tax-free. Provided the SAYE tax rules are met, you will not normally pay Income Tax or National Insurance when you use your option to buy shares.

Q: What happens if I sell the shares immediately after exercising the option?
A: Once you have exercised your option and acquired shares, the decision to hold or sell them is entirely yours.

Q: Could I be liable for Capital Gains Tax?
A: Yes. If you make a gain when you sell your shares, Capital Gains Tax (CGT) may apply if your total taxable gains exceed the relevant UK tax allowances and thresholds in force at that time. Depending on your circumstances, you may also need to report the disposal to HMRC through a Self Assessment tax return.

Q: Can the shares be transferred into an ISA to mitigate tax?
A: Yes. In certain circumstances, shares acquired through a SAYE scheme can be transferred into an ISA, subject to HMRC rules, annual ISA limits and applicable deadlines. You should consider seeking independent financial and/or tax advice before making any decisions.

Q: Is there a way of seeing what investments our savings will be used in by JP Morgan similar to how we can view how our pensions are invested?

A: Unfortunately, we're not able to provide details of the specific investments that your savings contributions will ultimately be used to support. Unlike a pension arrangement, where contributions are invested into funds that members can view and monitor, a SAYE savings account is a cash-based

savings product rather than an investment vehicle. As a result, there is no equivalent investment fund allocation or underlying portfolio that participants can view in the same way as they can with a pension arrangement.

Q: When the scheme reaches maturity where/who are the shares being purchased from? What happens if there aren't shares selling at the time of maturity.

A: When your SAYE option matures and you decide to exercise it, the Company currently intends to satisfy participant awards using treasury shares. Treasury shares are shares that are held for future corporate purposes, including employee share plans. This means that participants are not relying on shares being available for sale in the open market at the point of exercise.

Q: Can I join the SAYE scheme if my monthly savings contributions would reduce my take-home pay below the National Minimum Wage?

A: Your SAYE savings are taken from your net pay (after tax and National Insurance), not from your gross pay. Because of this, SAYE contributions do not affect National Minimum Wage calculations. While your take-home pay will be lower because you're choosing to save some of your pay each month, your pay for National Minimum Wage purposes remains unchanged. Before joining, you should make sure you're comfortable with the amount you choose to save each month.

Q: Once you have got shares, how and when can you disinvest those shares at what time and can you part disinvest?

A: Once you have bought shares using your SAYE option, you can choose to keep them or sell them. You do not have to sell all of your shares at once and can choose to sell some shares and keep the rest.

Q: If I withdraw some of my savings during the savings period, can I continue making monthly savings contributions for the rest of the term? For example, if I have saved £1,500 and withdraw £500, can I continue saving until maturity?

A: No. You cannot make a partial withdrawal from the savings you have already built up and then continue saving under the same SAYE savings contract. If you decide to withdraw your savings before maturity, the repayment would be of the savings in full. Alternatively, you can pause future contributions for up to 12 months and then resume saving, with the maturity date being delayed accordingly.

Q: If you withdraw the full amount before the 3 or 5 years but continue as an employee, is there a penalty fee and do you lose the bonus as well?

A: No. There is no penalty fee if you withdraw your savings early. However, if you withdraw the full amount before the end of the 3- or 5-year savings period, your SAYE option will lapse and you will no longer be

able to use it to buy shares. Any bonus is only payable when the savings contract reaches maturity, so you would not receive the bonus if you withdraw your savings early.

Q: I'm on maternity leave. Can I still join the SAYE scheme, and what happens if my pay is not high enough for the monthly savings deductions?

A: An employee on maternity leave can join the SAYE scheme during the enrolment window. If they are unable to make their normal monthly contributions during maternity leave, they can defer up to 12 monthly contributions without leaving the scheme. Each deferred contribution will delay the maturity date of their SAYE savings contract by one month.

Q: My first savings deduction will be taken from my January 2027 salary. Why do the maturity dates fall in February rather than January?

A: The maturity date is based on the savings contract start date, not the date of the first payroll deduction. Although the first deduction is taken from your January salary, the savings contract starts on 1 February 2027.

As a result:

- If you choose the 3-year savings contract, it will mature on 1 February 2030.
- If you choose the 5-year savings contract, it will mature on 1 February 2032.

This is standard for SAYE schemes. Payroll deductions are taken in advance so that your savings account is fully funded when the savings contract reaches its maturity date.

The information provided in this FAQ document is for general guidance only and does not constitute financial or tax advice. You should consider obtaining independent financial and/or tax advice before making any decisions regarding your shares.