

**DEED OF IRREVOCABLE UNDERTAKING
(DIRECTOR)**

From: Derek Harding

To: Metron UK Bidco Ltd, C/O Trustmoore (UK) Ltd 120 Pall Mall, 4th Floor, London, United Kingdom, SW1Y 5EA (the “**Offeror**”)

23 June 2025

Proposed acquisition of Saturn plc (the “Company”)

1. BACKGROUND AND INTERPRETATION

1.1 I understand that the Offeror is considering announcing a firm intention to make an offer for the entire issued and to be issued share capital of the Company (at a price of £37.63 per ordinary share (comprising: (i) £37.35 in cash from the Offeror; and (ii) an interim dividend of 28 pence) and substantially on the other terms and conditions set out in the draft of the announcement proposed to be made in accordance with Rule 2.7 of the Code provided to me (“**Rule 2.7 Announcement**”)) (subject to such non-material modifications and amendments to the Rule 2.7 Announcement as may be agreed between the Offeror and the Company) (the “**Acquisition**”). I further understand that the Acquisition is expected to be implemented by way of a Scheme (as defined below) but that it might be made by way of an Offer (as defined below).

1.2 In this agreement, references to:

- (a) the Acquisition will include any Revised Proposal;
- (b) “**Applicable Requirements**” mean the requirements of the Code, the Panel, any applicable law, the High Court of Justice in England and Wales (the “**Court**”), the Companies Act 2006, the Listing Rules, the Disclosure Guidance and Transparency Rules, the Prospectus Regulation Rules made by the Financial Conduct Authority in exercise of its function as competent authority pursuant to Part VI of the Financial Services and Markets Act 2000, the Financial Conduct Authority or the requirements of any other relevant regulatory authority;
- (c) the “**Code**” are to the UK City Code on Takeovers and Mergers;
- (d) the words “include” and “including” are illustrative, do not limit the sense of the words preceding them and will be deemed to include the expression “without limitation”;
- (e) the “**Obligations**” are to my undertakings, agreements, representations, warranties, appointments, consents and waivers set out in this agreement;
- (f) an “**Offer**”:
 - (i) means an offer by the Offeror for the entire issued and to be issued share capital of the Company by way of a takeover offer within the meaning of section 974 of the Companies Act 2006, substantially on the terms and subject to the conditions set out in the Rule 2.7 Announcement; and

- (ii) shall include any Revised Proposal implemented by way of an Offer, and references to an “**Offer Document**” are to the formal document(s) containing an Offer (including any Offer falling within paragraph 1.2(f)(ii));
- (g) the “**Offeror**” will, if the Acquisition is made by any subsidiary of the Offeror, be deemed to include a reference to that subsidiary;
- (h) the “**Offeror’s Financial Adviser**” is Morgan Stanley & Co. International plc;
- (i) the “**Panel**” are to the Panel on Takeovers and Mergers;
- (j) paragraphs are, unless the context otherwise requires, to paragraphs of this agreement;
- (k) a “**Revised Proposal**” means any offer or any extended, increased or revised offer or proposal by the Offeror for the acquisition of the Company, the terms of which, in the reasonable opinion of the Offeror’s Financial Adviser, are at least as favourable to shareholders of the Company as the terms set out in the Rule 2.7 Announcement;
- (l) the “**Scheme**”
 - (i) means the proposed acquisition by the Offeror of the entire issued or to be issued share capital of the Company by way of a scheme of arrangement (pursuant to Part 26 of the Companies Act 2006), substantially on the terms and subject to the conditions set out in the Rule 2.7 Announcement; and
 - (ii) shall include any Revised Proposal implemented as a scheme of arrangement, and references to a “**Scheme Document**” are to the circular(s) to be sent to shareholders of the Company containing, among other things, an explanatory statement in respect of a Scheme (including any Scheme falling within paragraph 1.2(l)(ii)); and
- (m) the “**Shares**” mean collectively:
 - (i) the Existing Shares (as defined below);
 - (ii) any shares in the capital of the Company (other than the Existing Shares) of which I may, after the date of this agreement, become the registered holder and/or beneficial owner or which I may otherwise become entitled to exercise all rights attaching to (including voting rights), including following any exercise or vesting of the Awards (as defined below); and
 - (iii) any other shares in the capital of the Company issued after the date of this agreement and attributable to or derived from any shares referred to in paragraph 1.2(m)(i) or 1.2(m)(ii).

2. WARRANTIES ETC. RELATING TO SHARES

2.1 I confirm, warrant and represent that:

- (a) I am the registered holder and/or beneficial owner of (or am otherwise able to control the exercise of all rights, including voting rights, attaching to) all the shares in the capital of the Company set out in column (A) of Part A of Schedule 1 to this

agreement (which represents my current holdings in the Company and those of my spouse, minor children and my related trusts) (the “**Existing Shares**”); and

- (b) I have been granted options and awards under the Company’s share schemes over shares in the capital of the Company as set out in column (A) of Part B of Schedule 1 to this agreement (the “**Awards**”) and I am beneficially entitled to the Awards.

2.2 I warrant, represent and undertake to the Offeror that:

- (a) the Existing Shares and Awards comprise all the shares and other securities in the Company that are registered in my name, beneficially owned by me or I am otherwise able to control the exercise of all rights attaching to, or in respect of which I am (and my spouse, minor children and my related trusts are) otherwise interested (as defined in the Code);
- (b) the Existing Shares and Awards are held free from all charges, liens and encumbrances;
- (c) I have full power and authority to: (i) enter into this agreement; (ii) perform my obligations under this agreement in accordance with its terms; and (iii) accede to the Acquisition or to undertake the same (in relation to any Shares of which I am not both registered holder and beneficial owner) in respect of all the Shares; and
- (d) I will promptly notify the Offeror in writing of any material change to or inaccuracy in any information supplied, or representation or warranty given, by me under this agreement that concerns the Shares or Awards.

3. **UNDERTAKINGS TO VOTE IN FAVOUR OF/ACCEPT ACQUISITION**

3.1 If the Offeror elects to implement the Acquisition by way of a Scheme:

- (a) I undertake to exercise, or where applicable to procure the exercise of, all voting rights (whether on a show of hands or a poll and whether in person or by proxy) in relation to the Shares at:
 - (i) any meeting of the Company’s shareholders convened by order of the Court (or at any separate class meeting which may be required by the Court, as applicable) (including any adjournment of such meeting) for the purpose of considering and, if thought fit, approving the Scheme (the “**Court Meeting**”); and
 - (ii) any general meeting of the Company’s shareholders (including any adjournment of such meeting) to be convened in connection with the Scheme (the “**General Meeting**”),

in favour of the Scheme, in respect of any resolutions (whether or not amended) required to give effect to the Scheme (the “**Resolutions**”) as set out in the notices of meeting in the Scheme Document;

- (b) except with the Offeror’s prior written consent, I undertake to exercise, or where applicable procure the exercise of, all votes (whether on a show of hands or a poll and whether in person or by proxy) in relation to the Shares against any proposal to adjourn the Court Meeting or the General Meeting or to amend the Scheme or any related matters; and

- (c) after the posting of the Scheme Document to the Company's shareholders (and without prejudice to my right to attend and vote in person at the Court Meeting and General Meeting in accordance with paragraphs 3.1(a) and 3.1(b)), I undertake:
 - (i) as soon as reasonably practicable and in any event within ten business days after the posting of the Scheme Document to the Company's shareholders (or, in respect of any Shares acquired by or issued to me after such date, within five business days after I become entitled to exercise, or (where applicable) procure the exercise of, the votes attaching to such Shares, provided that, in any event, I shall return, or procure the return of, any proxy forms to the Company's registrars ahead of the deadline for receipt of proxies for the relevant General Meeting or Court Meeting (or any adjournment thereof)):
 - (A) in respect of any Shares held in certificated form, to return, or procure the return of, the signed forms of proxy enclosed with the Scheme Document (completed, signed and voting in favour of the Scheme and the Resolutions) in accordance with the instructions printed on those forms of proxy; and
 - (B) in respect of any Shares held in uncertificated form, to instruct, or procure that my nominee, broker or custodian instructs, any relevant CREST sponsor to complete and transmit CREST proxy instructions (to vote in favour of the Scheme and the Resolutions) in accordance with the instructions set out in the Scheme Document; and
 - (ii) not to revoke, or allow to be revoked, the forms of proxy once returned in accordance with paragraph 3.1(c)(i)(A) or the CREST proxy instructions once transmitted in accordance with paragraph 3.1(c)(i)(B), as applicable.

3.2 If the Offeror elects to implement the Acquisition by way of an Offer:

- (a) I undertake to accept, or procure the acceptance of, the Offer in respect of the Shares;
- (b) I agree to fulfil the undertaking set out in paragraph 3.2(a) as soon as reasonably practicable and in any event within ten business days after the posting of the Offer Document to the Company's shareholders (or, in respect of any Shares acquired by or issued to me after such date, within five business days after I become entitled to exercise, or (where applicable) procure the exercise of, the votes attaching to such Shares, provided that, in any event, I shall ensure any such acceptance is received by the Company's registrars ahead of the deadline for acceptance under the Offer)), by:
 - (i) in respect of any Shares held in certificated form, returning to the Offeror, procuring the return to the Offeror, or as the Offeror may direct, duly completed and signed form(s) of acceptance relating to the Offer, together with the share certificate(s) or other document(s) of title (or a letter of indemnity for lost share certificate(s) or other document(s) of title) in accordance with the procedures described in the Offer Document in respect of such Shares;
 - (ii) in respect of any Shares held in uncertificated form, sending (or procuring that any relevant CREST sponsor sends) to Euroclear UK & International Limited the relevant Transfer to Escrow instruction accepting the Offer in accordance with the procedures described in the Offer Document in respect of such Shares; and/or

- (iii) taking, or procuring that there are taken, such other steps as may be set out in the Offer Document to effect the acceptance of the Offer and transfer the Shares in accordance with the terms of the Offer Document; and
 - (c) I undertake that, notwithstanding the provisions of the Code or any terms of the Offer regarding withdrawal, I will not withdraw or allow to be withdrawn any such acceptance(s).
- 3.3 I undertake to accept any proposal made by or on behalf of the Offeror in compliance with Rule 15 of the Code in respect of my outstanding options and awards over shares in the capital of the Company (a “**Relevant Proposal**”) in respect of all such options and awards held by me no later than 5.00 p.m. on the day falling two days before the deadline for accepting the Relevant Proposal.

4. **DEALINGS WITH SHARES AND ACTION TO FACILITATE ACQUISITION**

4.1 Subject to paragraph 4.2, I undertake that I will:

- (a) except pursuant to the Acquisition, not (and, where applicable, procure that any person holding the Shares will not) sell, transfer, dispose of, charge, pledge or otherwise encumber or grant any option or other right over or otherwise deal in any of the Shares or any interest in them (whether conditionally or unconditionally);
- (b) except pursuant to the grant, vesting and/or exercise of awards and options in accordance with the Company’s share plans and any acquisition under an existing dividend reinvestment plan, not acquire any shares or other securities of the Company or any interest (as defined in the Code) in any such shares or securities;
- (c) not, and where applicable procure that any person holding the Shares will not, in respect of any scheme of arrangement or other transaction which is proposed in competition with or which would otherwise reasonably be expected to frustrate, impede, delay or prejudice the Acquisition or any part of it (an “**Alternative Transaction**”):
 - (i) exercise any voting rights attaching to the Shares to vote in favour of any Alternative Transaction (and, if so requested by the Offeror, will vote against any Alternative Transaction at any meeting to implement such Alternative Transaction);
 - (ii) accept, in respect of any of the Shares, any offer relating to any Alternative Transaction; or
 - (iii) without the prior written consent of the Offeror, in relation to the Shares, convene, requisition, or join in convening or requisitioning, any general or class meeting of the Company relating to any Alternative Transaction; and
- (d) other than pursuant to this agreement, not enter into any agreement or arrangement or allow to arise any obligation with any person, whether conditionally or unconditionally:
 - (i) to do any of the acts prohibited by paragraphs 4.1(a) to 4.1(c) (inclusive); or
 - (ii) which, in relation to the Shares, would reasonably be expected to restrict or impede my ability to comply with paragraphs 3 and 4.1(a) to 4.1(c) (inclusive),

provided that references in this paragraph 4.1(d) to any agreement, arrangement or obligation shall include any such agreement, arrangement or obligation whether or not subject to any conditions or which is to take effect upon or following: (A) the Scheme becoming effective, lapsing or being withdrawn; (B) the closing or lapsing of the Offer; (C) the termination of this agreement; or (D) any other event.

4.2 Nothing in paragraph 4.1 will (if and to the extent applicable) restrict me from:

- (a) exercising any award or option under the Company's share plans;
- (b) selling or otherwise disposing in the market of such number of Shares (or interests in such Shares) to the extent required to cover my liability for: (i) tax and employee national insurance or other employee social security contributions (or similar); (ii) any exercise price payable; and (iii) any associated dealing costs or fees, in each case arising as a result of or otherwise in respect of my participation in the Company's share plans, including the grant, vesting or exercise of any Awards;
- (c) transferring some or all of the legal title to my Shares acquired under the Company's share plans to a nominee, trust or similar arrangement in connection with the ordinary course of operation of the Company's share plans (including, for the avoidance of doubt, in connection with any holding requirements related to the Company's share plans), provided I retain the beneficial title in all such Shares; or
- (d) selling or otherwise disposing of Shares where such action is undertaken as part of my bona fide tax planning, and provided always that prior to any such disposal the intended transferee or beneficiary of any transferee executes and delivers to the Offeror an undertaking on terms no less favourable to the Offeror than the terms set out herein.

5. PUBLICITY

5.1 I consent to:

- (a) the issue of the Rule 2.7 Announcement and other announcements reasonably required in connection with the Acquisition containing references to me and to this agreement;
- (b) the inclusion of references to me and particulars of this agreement being set out in the formal document(s) implementing the Acquisition and any related documentation in connection with the Acquisition including any announcement required to be made pursuant to Rule 2.10 of the Code; and
- (c) this agreement being published on a website as required by Rule 26.2 and Note 4 on Rule 21.2 of the Code, the Disclosure Guidance and Transparency Rules and the Listing Rules of the Financial Conduct Authority.

5.2 I acknowledge that, by entering into this agreement, the provisions of Rule 2.10(c) and Rule 8 of the Code apply to me, which include the obligation to make prompt announcements and notifications after becoming aware that I shall not be able to comply with the terms of this agreement or no longer intend to do so.

5.3 I understand that the information provided to me in relation to the Acquisition is given in confidence and must be kept confidential, save as required by the Code, law or any rule of any other relevant regulatory body or stock exchange, until the Rule 2.7 Announcement is released or the information has otherwise become generally or publicly available.

6. **TERMINATION**

- 6.1 Subject to paragraph 6.2, this agreement and my Obligations will terminate and be of no further force and effect if:
- (a) the Rule 2.7 Announcement is not released by 5.00 p.m. (London time) on the business day following the date of this agreement (or such later time and/or date as the Offeror and the Company may agree in writing);
 - (b) the Offeror announces (with the consent of the Panel, if required) that it does not intend to proceed with the Acquisition and no new, revised or replacement Scheme or Offer, as applicable, is announced by the Offeror in accordance with Rule 2.7 of the Code;
 - (c) the Acquisition (whether implemented by way of the Offer or the Scheme) is withdrawn or lapses in accordance with its terms, provided that this paragraph 6.1(c) will not apply where the Acquisition is withdrawn or lapses as a result of the Offeror exercising its right to implement the Acquisition by way of an Offer in accordance with the Code rather than by way of the Scheme, or *vice versa*;
 - (d) any competing offer for the issued and to be issued ordinary share capital of the Company is made which becomes or is declared unconditional (if implemented by way of takeover offer) or otherwise becomes effective (if implemented by way of a scheme of arrangement); or
 - (e) the Scheme (or Offer, as applicable) has not become effective by 11.59 p.m. on the Long Stop Date (as defined in the 2.7 Announcement).
- 6.2 On termination of this agreement, I will have no claim against the Offeror and the Offeror will have no claim against me, except that all rights and remedies that have accrued before such termination will continue to exist.

7. **GENERAL**

- 7.1 Nothing in this agreement will require the Offeror to announce or proceed with the Acquisition.
- 7.2 The Acquisition will be subject to such additional terms and conditions as may be required to comply with Applicable Requirements.
- 7.3 Except to the extent otherwise specified, the Obligations are unconditional and irrevocable.
- 7.4 Time will be of the essence in respect of the Obligations.
- 7.5 Nothing in this agreement will constitute an obligation for me, in my capacity as a director of the Company, to take any action which is not permitted by Practice Statement 29 issued by the Panel with respect to Rule 21.2 of the Code. The Offeror recognises that, in my capacity as a director of the Company, I owe fiduciary duties to the Company and have duties under the Code (together, the “**Legal Duties**”) and nothing in this agreement will require me to do or refrain from doing any act or thing which would have the effect of contravening those Legal Duties.
- 7.6 The Obligations (which are capable of applying to such persons) apply equally to the persons from whom I am able to procure votes, acceptances and/or elections in respect of the Shares

and I shall procure the observance by such persons of the provisions of this agreement as if they were each a party.

- 7.7 This agreement will bind my estate and personal representatives.
- 7.8 This agreement supersedes any previous written or oral agreement between us in relation to the matters dealt with in this agreement and contains the whole agreement between us relating to the subject matter of this agreement at the date of this agreement to the exclusion of any terms implied by law which may be excluded by contract. I acknowledge that I have not been induced to sign this agreement by any representation, warranty or undertaking not expressly incorporated into it.
- 7.9 I do not intend any term of this agreement to be enforceable by any person other than me and/or the Offeror under the Contract (Rights of Third Parties Act) 1999 but this does not affect any right or remedy of any such person which exists or is available apart from that Act.
- 7.10 Neither party to this agreement may assign or transfer all or any part of its rights and obligations under this agreement without the prior written consent of the other.
- 7.11 Without prejudice to any other rights or remedies which the Offeror may have, I agree that damages may not be an adequate remedy for any breach by me of any of my Obligations. The Offeror will be entitled to the remedies of injunction, specific performance and other equitable relief for any threatened or actual breach of any such Obligation and no proof of special damages will be necessary for the enforcement by the Offeror of the Offeror's rights under this agreement.

8. CUSTOMER RELATIONSHIP AND INDEPENDENT ADVICE

I confirm and accept that the Offeror's Financial Adviser is not acting for me in relation to the Acquisition for the purposes of the rules of the Conduct of Business Sourcebook of the Financial Conduct Authority and will not be responsible to me for providing protections afforded to its clients or advising me on any matter relating to the Acquisition.

9. POWER OF ATTORNEY

- 9.1 In order to secure the performance of my Obligations, I irrevocably appoint the Offeror to be my attorney to execute in my name and on my behalf proxy forms for any Court Meeting or General Meeting or forms of acceptance to be issued with the Offer Document (as applicable) and to sign, execute and deliver any other documents including any forms of election and to do all other acts and things as may be necessary or desirable for the performance of any of my Obligations.
- 9.2 I agree that this power of attorney is given by way of security and is irrevocable in accordance with section 4 of the Powers of Attorney Act 1971 until this deed and my Obligations terminate in accordance with paragraph 6.

10. GOVERNING LAW AND JURISDICTION

This agreement and any non-contractual obligation arising out of or in connection with it will be governed by and construed in accordance with English law. Any matter, claim or dispute, whether contractual or non-contractual, arising out of or in connection with this agreement will be subject to the exclusive jurisdiction of the English courts and, accordingly, any proceedings arising out of or in connection with this agreement will be brought in the English courts.

SCHEDULE 1
SHARES

The following represents by current holdings in the Company (and those of my spouse, minor children and my related trusts).

PART A – EXISTING SHARES

| <i>(A)</i> <i>Number of ordinary shares of £0.05 each in the capital of the Company</i> | <i>(B)</i> <i>Registered holder</i> | <i>(C)</i> <i>Beneficial owner</i> |
|--|--|---------------------------------------|
| 8,577 | Hargreaves Lansdown nominee account | Derek Harding |
| 9,809 | Hargreaves Lansdown ISA | Derek Harding |
| 496 | Equiniti Share Plan Trustees Limited | Derek Harding |
| 31,616 | Equiniti Global Nominee | Derek Harding |
| 7,166 | Hargreaves Lansdown nominee account | |

PART B – AWARDS

| <i>(A)</i> <i>Number of ordinary shares of £0.05 each in the capital of the Company subject to option</i> | <i>(B)</i> <i>Name of plan</i> | <i>(C)</i> <i>Grant and vesting date</i> | <i>(D)</i> <i>Exercise price</i> |
|--|-----------------------------------|--|-------------------------------------|
| 34,448 | LTIP | Grant date: 17/03/2021 Vested | 0.05 |
| 24,605 | LTIP | Grant date: 17/03/2022 Vested | 0.05 |
| 7,201 | Deferred Bonus Plan | Grant date: 16/03/2023 Vesting date: March 2026 | 0.05 |
| 11,651 | Deferred Bonus Plan | Grant date: 28/03/2024 Vesting date: March 2027 | 0.05 |
| 5,484 | Deferred Bonus Plan | Grant date: 06/03/2025 Vesting date: March 2028 | 0.05 |

| | | | |
|--------|------|--|------|
| 40,857 | LTIP | Grant date: 16/03/2023 Vesting date: March 2026 | 0.05 |
| 45,214 | LTIP | Grant date: 28/03/2024 Vesting date: March 2027 | 0.05 |
| 56,581 | LTIP | Grant date: 06/03/2025 Vesting date: March 2028 | 0.05 |

In witness of which this agreement has been executed and delivered as a deed on the date first written above.

SIGNED as a DEED by Derek
Harding

)
)
.....
(sign here)

in the presence of:

witness signature)
name)
address)
occupation)