



# Babcock

## THE BABCOCK COLLEAGUE SHARE PLAN ('BCSP') 2025 FREE SHARE AWARD OPT-OUT FORM

**If you DO NOT WANT to receive the Award** of Free Babcock Shares to be offered to you under the BCSP, please **complete this form and return it to:** MUFG Corporate Markets Trustees (UK) Limited, Central Square, 29 Wellington Street, Leeds, LS1 4DL. Alternatively, you can scan and e-mail a completed and signed form to [shareinoursuccess@cm.mpms.mufg.com](mailto:shareinoursuccess@cm.mpms.mufg.com). **Forms must be received by 5pm on 11 August 2025.** Upon receipt of your completed form, MUFG Corporate Markets Trustees (UK) Limited will issue you with an email to confirm your instruction has been processed.

**If you DO WANT to be part of the proposed Award** of Free Babcock Shares under the Plan – **DO NOT COMPLETE THIS FORM** – such free shares awards will be made automatically to eligible employees on the terms proposed and communicated to you in the free share award agreement previously provided to you.

**To: The Directors Babcock International Group PLC  
The BCSP Trustee, MUFG Corporate Markets Trustees (UK) Limited**

1. By signing and dating this form, I hereby notify Babcock International Group PLC (**Company**) and MUFG Corporate Markets Trustees (UK) Limited (as trustee of the BCSP) that I want to **OPT OUT** of the offer of an Award of Free Babcock Shares under the BCSP to be made to qualifying employees of the group in **July 2025**.
2. I understand that if I **OPT OUT** by completing this form and my form is **received by 5:00pm on 11 August 2025**, I will lose the right to receive any Free Babcock Shares under the BCSP in **August 2025**. I further understand that no cash/benefit compensation will be provided to me.
3. I confirm that I have been given no less than **25 days** to consider the invitation to participate and I have not been discouraged by the Company from participating in the Award.
4. I understand that my decision to **OPT OUT** of the offer of my Award of Free Babcock Shares under the BCSP can't be changed once this form has been received (duly completed) by MUFG Corporate Markets Trustees (UK) Limited.

**From:** (Complete in block letters)

Full Name	
Employee/Payroll Number	
Address Line 1	
Address Line 2	
Address Line 3	
City	
Postcode	
Contact Telephone Number	
Email Address	
Signature	
Date	

**THIS FORM IS ONLY TO BE COMPLETED IF YOU WISH TO OPT OUT OF THE AWARD OF FREE BABCOCK SHARES**