

Weir ShareBuilder

WORKING TOGETHER FOR OUR
SHARED SUCCESS



Frequently Asked Questions

Weir ShareBuilder FAQs



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WEIR SHAREBUILDER FAQS

SECTION 1: WEIR SHAREBUILDER – THE ESSENTIALS

What is Weir ShareBuilder?

Weir ShareBuilder is our all-employee share plan. It's a simple way for you to own a part of Weir. Eligible employees are granted a Free Share Award, made up of a number of shares in Weir, at no cost to you.

What is a Free Share Award?

A Free Share Award grants you the right to be given shares in the future if you remain employed at Weir. Our first Free Share Award through Weir ShareBuilder was granted in May 2019. We now have thousands of employees across the globe who are also shareholders.

What is a "Notional" Free Share Award?

A "notional" award is the same as a Free Share Award with the difference that you will receive a cash payment (after deduction of taxes, where applicable) instead of shares. As with the Free Share Award you will receive the cash payment in the future if you remain employed at Weir.

What are the benefits of becoming a Weir Shareholder?

Once your award vests, you'll become a Weir Shareholder.

As a shareholder in our business, you have a key role to play in shaping our future. Together, we are joint owners of Weir, invested in our present and future success – no one stands to benefit more from our achievements than we do!

Being a shareholder gives you the right to vote at our AGM. Shareholders can vote on matters such as re-electing Board members or to receive our annual report and accounts. You do not have to attend the AGM to vote.

To find out more, visit www.global.weir/investors/shareholder-information

Also, if the company is making a profit we may decide to share some of this with our shareholders in the form of dividends. Where sufficient, Computershare will reinvest any dividends paid on your Weir ShareBuilder shares to buy extra shares on your behalf which will increase your shareholding in Weir.

Am I eligible for a Weir ShareBuilder Award?

You will be eligible for a new ShareBuilder award if you meet the following criteria:

- You have been employed by Weir for at least a year on the day prior to the Award being granted normally in May.
- You are a full-time or part-time employee.
- You have not received a Restricted Share Award under the Share Reward Plan in the same calendar year.
- You have not received a vested Award or do not currently hold an unvested Award under the ShareBuilder Plan.

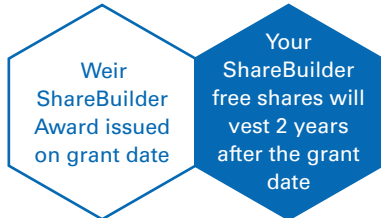


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SECTION 2: QUESTIONS FOR SHAREBUILDER PARTICIPANTS

When will I receive my shares?

The schedule of the Weir ShareBuilder award is as follows:



Once your shares have vested, you'll become a Shareholder and a co-owner in our business.

Why do I have to wait two years before I receive my shares?

This is known as the 'vesting period' and is part of the plan terms and conditions.

What do I need to do?

For now, you don't need to do anything in order to receive your ShareBuilder award. It will automatically be allocated to you. Just be sure to follow the EquatePlus registration and log in instructions when you receive them, so you can become familiar with the system and so you can see your ShareBuilder award in your account. (See section 4 for more details).

How many shares will I receive?

Everyone in the company who is eligible will be granted the same number of shares, regardless of their role.

The value of the award will be £300 or local currency equivalent. The exact number of shares you receive will depend on the share price at the point of the award being granted.

Where can I view my ShareBuilder award?

By registering for and logging into the EquatePlus portal you will be able to view your award and manage your vested shares online.

SECTION 3: YOUR SHAREHOLDER BENEFITS

How much will my shares be worth?

The value of the shares will be £300 (or local currency equivalent) at the point of award. The value of your shares thereafter is dependent on the share price at any given moment in time. The Weir Group PLC is listed on the London Stock Exchange and you can see the current value of Weir shares on Londonstockexchange.com. Remember that the value of shares on the stock market can go up and down, depending on a company's performance, as well as the economy and world events.

How will I receive my shares?

If you are eligible for Weir ShareBuilder, Computershare, our share plan administration partner, will hold the details of your ShareBuilder award and will also hold the shares on your behalf. Any employee being given shares by Weir will be given full details of how they can access and view their online EquatePlus account around the time of the ShareBuilder award.

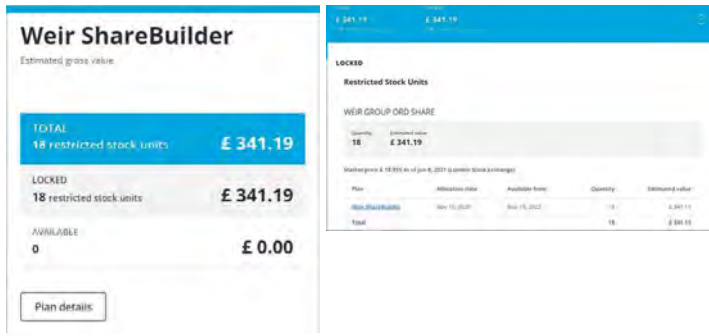
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Where can I view and manage my shares?

As part of how you can manage your shares, you will be given access to a share plan portal called EquatePlus. The portal is managed by Computershare, our share plan administrator partner.

The EquatePlus portal will allow you to:

- View your ShareBuilder award.
- View and manage your vested shares online.
- View other documentation associated with your shares.



EXAMPLE ONLY: Image shows sample screenshots when you log into EquatePlus. Note that estimated values will vary according to the current Weir Group share price and the currency will vary depending on the preferences you set when you first logged into EquatePlus.

You can also access EquatePlus and your ShareBuilder through the mobile app. Once you've created your account online through EquatePlus, you can download the EquatePlus app from the 'Apple Store' or 'Google Play' and access your account with your EquatePlus login details.



The mobile app gives you the flexibility to view and manage your ShareBuilder and vested shares on the go.

What happens if I leave Weir?

If you leave Weir for any reason you will lose the right to receive any shares under the Free Share Award that have not yet vested and been transferred to you. If when you leave you have already received shares, you can either choose to keep them and continue to be a shareholder in Weir or sell them – the choice is yours and doesn't have to be made at the point you leave Weir. You will still be able to access EquatePlus at www.equateplus.com using your User ID and Password to manage your vested shares and access to support from Computershare.

It is good practice to ensure you have your personal contact details saved in your EquatePlus profile too. Before you leave Weir you should ensure that in EquatePlus, your personal email address is selected as your preferred email address.

Can I sell my shares?

We hope that you will choose to be a long-term owner and investor in our company, but once your shares have vested and are transferred to you they are yours to keep or sell and you can do this by logging into your account on the EquatePlus system.

You can track our share price on Londonstockexchange.com

SECTION 4: HOW DO I VIEW MY SHARES

Who is Computershare?

Computershare is the largest share plan administrator in the world and provides services to many global companies such as Weir. They hold the details about our employees' share awards and look after the shares given to employees, who each receive their own Share Plan account.

Further information can be found on their website - <https://www.computershare.com>

How do I access the EquatePlus portal?

Computershare will set up your access and will send you 2 emails. The first email is a "Welcome email" which will contain your User ID. The second email will contain your password. When you login to the portal for the first time you will be asked to change your password and complete some additional security questions. These additional questions will allow you to reset your password should you forget it in the future.

You can access the EquatePlus portal by logging in at www.equateplus.com using these.

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You can also access EquatePlus via single sign on if you are logged in using your @mail.weir email address. Please click on the following link to [log into the EquatePlus system using single sign on](#).

Is there a mobile app for EquatePlus?

You can access EquatePlus and your ShareBuilder through the EquatePlus app. Once you've created your account online through the EquatePlus portal, download the app from the 'Apple Store' or 'Google Play' and access your account with your EquatePlus login details.

The mobile app gives you the flexibility to view and manage your ShareBuilder and vested shares on the go. Keep yourself up to date with your portfolio's value and always stay in touch with ShareBuilder related events.

I forgot my login/password for the EquatePlus portal – who should I contact to access it?

Please go to www.equateplus.com and follow the 'Forgot User ID' and 'Forgot password' links.

Please note that the EquatePlus portal offers a selection of automatic language selection options including English, German, Spanish, French, Italian, Dutch, Brazilian Portuguese and Simplified Chinese.

How do I use EquatePlus?

Help and user guides can be found in the "Help" section of the portal once you have logged in.

SECTION 5: TAX DEDUCTIONS

I heard that the shares are subject to a withholding tax – how is it going to be deducted?

In some countries* Weir has a mandatory obligation to deduct tax when the ShareBuilder award vests and the shares are transferred to you. In these instances, we will deduct the appropriate tax (and social security where required) which is payable on the value of the vested shares by processing this through your next available payroll. This will therefore show as a deduction to you and you may have less net pay than normal in that particular payroll – but you do of course have the full value of the vested shares sitting in your EquatePlus account. We will pay the taxes across to the appropriate tax authorities.

*Note that this is the case for employees in most of our countries. For the remainder of the countries, there is either no taxable event or the country tax legislation requires the tax to be settled by the individual through their tax return. In these circumstances, it is your responsibility to settle any liability to pay tax (and social security where required) arising as a result of your participation in ShareBuilder.

When will I be taxed on these shares?

You do not have to pay tax on your shares until they vest.

Please note that, in many countries, the gross amount of any dividend received in respect of your Weir ShareBuilder shares will be subject to income tax, despite any reinvestment of such dividend in additional Weir shares by Computershare. Where this is the case, it is your responsibility to settle any liability to pay tax through your individual tax return.

You will be given more information about tax deductions at the relevant point in time.

The tax treatment described in this FAQs document is given for informational purposes only and should not be relied upon as being either complete or conclusive. For definitive advice, employees should consult their own tax advisors regarding the tax consequences of participation in the ShareBuilder.

SECTION 6: CONTACT

If you have any other questions, please contact the Weir Share Plans team at shareplans@mail.weir

In the event of any conflict between this Weir ShareBuilder FAQs document and the Plan Rules, the Plan Rules will prevail.

