

The Weir Group plc (“Weir”)
All-Employee Share Ownership Plan (the “Plan”)
ShareBuilder Global Terms and Conditions

Please read the general wording below and the specific country wording (if any) which may apply depending on your location.

1. Agreement to Terms and Conditions

By accepting the Awards you agree to accept all of the following terms and conditions, as well as the rules of the Plan, your Award Statement and the microsite FAQs (“the Plan Documents”).

2. English Language

By accepting your Awards, you acknowledge that the Plan Documents that govern your Awards will be the English language version only. In the event of any discrepancy between the English language versions of the Plan Documents and any versions provided to you in another language, you acknowledge that the English language version will take precedence. You also confirm that you fully understand the contents of the English language version of the Plan Documents. By accepting your Awards, you acknowledge that you do not need a translation of the Plan Documents.

3. No Public Offer

Your Awards are being offered to you in your capacity as an employee in the Weir group of companies. This is a private placement directed at certain officers and key employees of your employer selected by your employer in its sole discretion. The offering is not intended for the general public and may not be used for any public offer which requires a prospectus.

If you have access to the Plan Documents and you are not a Participant, please disregard them, as you are not an intended recipient. In this event, access to the Plan Documents cannot be construed as an offer addressed to you.

4. Offer Not Generally Registered or Approved; No Prospectus; Resale Restrictions

WARNING: No registration: you acknowledge that the Awards have not been authorized or approved by any applicable securities authorities and may have been offered pursuant to an exemption from registration in your local jurisdiction. The regulatory bodies in your jurisdiction accept no responsibility for the accuracy and completeness of the statements and information contained in the Plan Documents and take no liability whatsoever for any loss arising from reliance upon the whole or any part of the contents of the Plan Documents.

WARNING: No prospectus: you acknowledge that no prospectus or similar offering or registration document has been prepared, authorized or approved by any applicable authority in your jurisdiction.

WARNING: Restricted resale: you acknowledge that the shares you may acquire upon settlement of your Awards may be subject to restrictions on transfer and resale in your local jurisdiction. You agree that you will comply with any such restrictions, including that you will not offer, sell, advertise or otherwise market the Shares (or cause any of these to occur) in

circumstances which constitute any type of public offering of securities, unless an exemption applies.

5. Cash Settlement of Award and Dividend Equivalent

In any jurisdiction where it would breach any law or regulation to settle your Award in shares or where for some practical reason Weir decides it is necessary or desirable to settle your Award otherwise than in shares, then your Award will be settled in full or in part in cash. You acknowledge that any dividend equivalent payable in relation to your Award may be settled in cash instead of shares.

6. Insider Trading and Market Abuse

By accepting your Awards, you acknowledge that rules on insider trading and on market abuse (including the terms of The Weir Group PLC Share Dealing Code) may apply in relation to any actions or decisions taken relating to your Award, including, as appropriate, the acceptance, switching or settlement of your Award and the delivery or sale of any Shares, and may prohibit or delay such actions or decisions.

7. No Legal or Financial Advice

You agree and acknowledge that neither your employer nor any person or entity acting on behalf of your employer has provided you with legal or financial advice with respect to your Awards or the shares acquired upon settlement of your Awards. The Awards are in no way secured, guaranteed or warranted by Weir.

You are advised to exercise caution in relation to the offer and/or grant of your Awards. If you are in doubt about any of the contents of the Plan Documents, you should obtain independent professional advice.

8. Data Protection

By accepting your Awards, you acknowledge that your Award is subject to The Weir Group PLC Data Protection Policy which is applicable to any relevant member of the Weir group of companies and any applicable data privacy notice(s), copies of which are available upon request.

9. Acknowledgment of Tax Responsibility

In most countries, receiving Awards will have tax consequences. By accepting your Awards, you acknowledge and agree that all payments made with respect to your Awards may be subject to tax and social security in the country where you are employed, reside or are otherwise subject to tax. You acknowledge that Weir or the trustee of any employee benefit trust may withhold amounts and make arrangements as considered necessary to meet any tax or social security liability.

You acknowledge that Weir does not guarantee any particular tax treatment in relation to your Awards and that you agree to be responsible for and bear any liability for any personal tax and social security charges, or similar charges, that arise in respect of your Award or your participation in the Plan.

You Agree to enter into any tax elections as may be requested by any member of the Weir group of companies for particular tax and/or social security treatment, whether in respect of your Award or any Shares acquired by you on the Vesting of your Award.

Any tax information provided is for guidance purposes only.

Neither Weir nor your local employer is providing any tax advice and you should consult your own tax advisor for advice regarding the tax consequences of your Award if you are in any doubt.

10. Adequate Information

By accepting your Awards, you certify that you: (i) have been given all relevant information and materials with respect to Weir's operations and financial condition and the terms and conditions of the Awards; (ii) have read and understood such information and materials; (iii) are fully aware and knowledgeable of the terms and conditions of the Awards; (iv) completely and voluntarily agree to the terms and conditions of the Awards as set out in the Plan Documents; and, (v) consent to the use of electronic communications in connection with your Award and the Plan and consent to contracting electronically with Weir (and/or other parties).

The information provided does not take into account your objectives, financial situation or needs.

You have had the opportunity to ask questions and receive answers from Weir regarding the contents of the Plan Documents and/or the terms and conditions of the Awards. If you do not understand the contents of the Plan Documents you should consult an authorized financial advisor.

Weir undertakes, on request, at no charge and within a reasonable time, to provide you with a full copy of the rules of the Plan.

11. Risk Warnings

Share price risk: there is a risk that shares awarded to you under the Plan may fall as well as rise in value. Market forces will impact the price of shares awarded to you, and in the worst case, the market value of the shares may become zero. More information in relation to Weir, including the share price, can be found at www.global.weir.

Currency risk: if the shares are traded in a currency which is not the currency in your jurisdiction, the value of the shares to you may also be affected by movements in the exchange rate. You agree that no member of Weir is liable for any loss due to movements in the exchange rate or any charges imposed in relation to the conversion or transfer of money.

12. Employment

All benefits granted under any Award, are an extraordinary payment and may not, in any way, be considered part of your normal remuneration. All Awards are personal to you and are non-transferable.

Nothing in the Plan Documents: (i) confers on you the right to continue as an employee of Weir; (ii) will be taken into account in determining your wages, salary, remuneration, pension arrangements or severance pay upon termination of your employment for any reason, bonuses, pension or retirement payments, or any similar payments to any of the foregoing; (iii) provides you with the right to receive a grant of Awards in the future; (iv) has any influence on the terms

or amount of any Award that you may be granted in the future; or, (v) guarantees that your Awards will vest.

The fact that you may receive payments through your employer's payroll relating to the Awards does not mean that the payments should be considered part of your salary or be taken into account for purposes of severance payments or any other employment benefits.

The grant of Awards does not form part of and does not affect or change your employment contract or your employment relationship with your employer. Weir may at any time in its sole discretion, decide to cease offering Awards to employees.

Your decision to accept or reject the Award is entirely up to you and will have no impact on your employment or your career, either positive or negative.

You acknowledge that Weir's decision to grant your Award is discretionary and that you have no automatic right to participate in the Plan.

You acknowledge that you are not automatically entitled to the exercise of any discretion under the Plan in your favour and that you do not have any claim or right of action in respect of any decision, omission, or discretion which may operate to your disadvantage.

You agree to waive all rights which might arise in connection with the Plan, other than the right to acquire Shares or cash (subject to and in accordance with the rules of the Plan), in consideration for and as a condition of your Award.

You acknowledge that you do not have any right to compensation or damages for any loss (actual or potential) in relation to the Plan or your Award.

13. Exchange Controls & Reporting Requirements

You agree you are solely responsible for complying with any exchange control regulations or foreign asset reporting requirements which apply to you with respect to your Awards and Weir will not be responsible for obtaining exchange control approval on your behalf. In the event that you fail to obtain any required exchange control approval, Weir will not be liable in any way for any resulting fines or penalties. You should seek independent professional advice if you are unsure about your foreign exchange obligations as a result of your participation in the Plan.

14. Mobile Employees

If you are a mobile employee, meaning that you are based in different jurisdictions during the course of your employment and the vesting period of your Award, or that you are or may be subject to tax in more than one country, you are strongly encouraged to inform Weir and to speak with your personal tax advisor regarding the tax treatment of your Award.

15. Severability

In the event any provision or part of this Global Terms and Conditions is found to be invalid or unenforceable, only that particular provision or part so found, and not the entire Global Terms and Conditions, as applicable, shall be inoperative

16. No Professional Advice

You agree and acknowledge that neither Weir, your employer nor any person or entity acting on their behalf has provided you with any legal, investment, tax or financial advice with respect to your participation in the Plan, your Award or any Shares or cash acquired upon settlement of your Award.

Country-specific wording

17. If you are subject to the laws of an EU Member State (Belgium, Czech Republic, Finland, France, Germany, Hungary, Italy, Luxembourg, Netherlands, Poland, Spain, Sweden and the UK)

This offer is being made to selected employees as part of an employee incentive programme in order to provide an additional incentive and to encourage employee share ownership and to increase your interest in the success of Weir. The company offering these rights is Weir. The shares which are the subject of these rights are new and existing ordinary shares in Weir. More information in relation to Weir including the share price can be found at the following web address: www.global.weir.

The obligation to publish a prospectus does not apply because of Article 4.1(e) of the EU Prospectus Directive. The total maximum number of shares which are the subject of this offer is 215,946.

NL: Als u valt onder de wetten van een EU-lidstaat (België, Tsjechië, Finland, Frankrijk, Duitsland, Frankrijk, Hongarije, Italië, Luxemburg, Nederland, Polen, Spanje, Zweden en het Verenigd Koninkrijk) 

Dit aanbod wordt gedaan aan geselecteerde medewerkers als deel van een incentiveprogramma om u een extra stimulans te bieden, uw aandeelhouderschap te stimuleren en uw interesse in het succes van Weir te vergroten. Deze rechten worden aangeboden door Weir. De aandelen waarop deze rechten betrekking hebben, zijn nieuwe en bestaande gewone aandelen in Weir. Meer informatie over Weir, inclusief de koers van het aandeel, is te vinden op de volgende website: www.global.weir.

De verplichting om een prospectus te publiceren is niet van toepassing vanwege Artikel 4.1(e) van de EU-prospectusrichtlijn. Het totale maximumaantal aandelen dat onder dit bod valt, is 215,946.

FR: Si vous êtes soumis à la législation d'un État membre de l'UE (Belgique, République Tchèque, Finlande, France, Allemagne, Hongrie, Italie, Luxembourg, Pays-Bas, Pologne, Espagne, Suède et Royaume-Uni) 

Cette offre est proposée à des collaborateurs sélectionnés dans le cadre d'un programme d'incitation destiné à fournir une motivation supplémentaire, à encourager l'actionnariat des salariés et à accroître leur intérêt dans la réussite de Weir. Weir est la société qui offre ces droits. Les actions qui font l'objet de ces droits sont des actions ordinaires, nouvelles et existantes, de Weir. De plus amples informations concernant Weir, y compris le cours de l'action, sont disponibles à l'adresse Internet suivante : www.global.weir.

L'obligation de publier un prospectus ne s'applique pas en raison de l'article 4.1(e) de la directive de l'UE sur les prospectus. Le nombre total maximum d'actions faisant l'objet de la présente offre est de 215,946.

PL: Osoby podlegające prawu krajów członkowskich Unii Europejskiej (Belgii, Czech, Finlandii, Francji, Niemiec, Węgier, Włoch, Luksemburga, Holandii, Polski, Hiszpanii,

Szwecji i Wielkiej Brytanii)



Ta oferta jest skierowana do wybranych pracowników w ramach programu motywacyjnego i ma stanowić dodatkową zachętę do posiadania udziałów w Weir i do zwiększenia zainteresowania sukcesami firmy. Firmą oferującą te prawa jest Weir. Udziały będące przedmiotem tych praw to nowe oraz istniejące udziały w Weir. Więcej informacji związanych z Weir, włącznie z cenami akcji, można znaleźć na stronie internetowej www.global.weir.

Obowiązek publikacji prospektu emisyjnego nie ma zastosowania w myśl Artykułu 4.1(e) unijnej dyrektywy w sprawie prospektu emisyjnego. Maksymalna liczba akcji będących przedmiotem tej oferty to 215,946.

PT: Se estiver sujeito às leis de um Estado-Membro da UE (Bélgica, República Checa, Finlândia, França, Alemanha, Hungria, Itália, Luxemburgo, Países Baixos, Polónia,

Espanha, Suécia e o Reino Unido)



Esta oferta é dirigida a colaboradores seleccionados, fazendo parte de um programa de incentivos aos colaboradores, com o intuito de proporcionar-lhes um incentivo adicional e de encorajá-los a deterem uma participação na Weir, aumentando o seu interesse no êxito da empresa. A Weir é a empresa que oferece esses direitos. As ações, objeto desses direitos, são ações novas e ordinárias da Weir. É possível encontrar mais informações acerca da Weir, incluindo a cotação da ação, no seguinte endereço web: www.global.weir.

A obrigação de publicação de um prospeto não se aplica conforme previsto no n.º 1, alínea e) do Artigo 4.º da Diretiva relativa ao Prospeto da União Europeia. O número máximo de ações objeto desta oferta é de 215,946.

18. If you are subject to the laws of Argentina



Your Award is being offered to you in your capacity as an employee of Weir. By receiving and accepting your Award, you are deemed to (i) acknowledge that the underlying shares have not been authorised by the Argentinian Comisión Nacional de Valores to be publicly offered in Argentina; and (ii) agree that you will not sell or offer to sell any shares acquired upon settlement of your Award in Argentina other than pursuant to transactions that would not qualify as a public offering under Section 2 of Argentinian Law No. 26,831.

The Plan Documents are being delivered to you in your capacity as an employee of Weir. Accordingly, receipt and acceptance of the Plan Documents shall constitute your agreement that the information contained in the Plan Documents may not (i) be reproduced or used, in whole or in part, for any purpose whatsoever other than as a representation of your holding of shares, or (ii) furnished to or discussed with any person without the express written permission from Weir.

ES LA: Si usted está sujeto/a a las leyes de Argentina



Su Incentivo se le ofrece en su calidad de empleado/a de Weir. Al recibir y aceptar su Incentivo, usted declara (i) que tiene conocimiento de que las acciones subyacentes no han sido autorizadas por la Comisión Nacional de Valores para ser ofertadas públicamente en Argentina; y (ii) que acepta que no venderá u ofrecerá vender acciones adquiridas tras la liquidación de su Incentivo en Argentina, solo en virtud de las transacciones que no calificarían como oferta pública conforme a la Sección 2 de la Ley 26.831 de Argentina.

Se le enviarán los Documentos del Plan en su calidad de empleado/a de Weir. Por consiguiente, la recepción y aceptación de los Documentos del Plan constituirán su aceptación de que la información contenida en dichos documentos no puede (i) reproducirse o usarse, de forma total o parcial, con ningún fin que no sea el de la representación de su titularidad de acciones, o (ii) facilitarse a o discutirse con ninguna persona sin el consentimiento expreso por escrito de Weir.

19. If you are subject to the laws of Australia



Any advice given by Weir, or any of its associated bodies corporate, in relation to awards made pursuant to the Plan does not take into account your objectives, financial situation or needs. You should consider obtaining your own financial product advice from a person who is licensed by the Australian Securities and Investments Commission to give such advice.

Weir undertakes, on request, at no charge and within a reasonable time, to provide you with a full copy of the rules of the Plan.

As Weir shares are listed on the London Stock Exchange, the market price of ordinary shares in Weir can be ascertained by visiting the website of the London Stock Exchange (<http://www.londonstockexchange.com>) and the Australian dollar equivalent of that price by applying the prevailing GBP/AUD exchange rate published by the Reserve Bank of Australia, which is accessible at the following link: <http://www.rba.gov.au/statistics/frequency/exchange-rates.html>.

Risk warning

There is a risk that shares, or their cash equivalent, awarded to you under the Plan may fall as well as rise in value through movement of equity markets. Market forces will impact the price of shares awarded to you, and at their worst, market values of the shares awarded to you may become zero if adverse market conditions are encountered. As the price of the shares awarded to you is quoted in GBP, the value of those shares, or their cash equivalent, to you may also be affected by movements in the GBP/AUD exchange rate.

20. If you are subject to the laws of Brazil



The awards granted under the Plan Documents have not been and will not be publicly issued, placed, distributed, offered or negotiated in the Brazilian capital markets and, as a result, will not be registered with the Brazilian Securities Commission (Comissão de Valores Mobiliários) (the CVM). Therefore, the Awards will not be offered or sold in Brazil, except in circumstances which

do not constitute a public offering, placement, distribution or negotiation under the Brazilian capital markets regulations.

If you are employed in Brazil, then by accepting your Award you agree and acknowledge that (i) neither your employer nor any person or entity acting on behalf of your employer has provided you with financial advice with respect to your Award or the shares acquired upon settlement of your Award; and (ii) your employer does not guarantee a specified level of return on your Award or the shares.

PT BR: Se você estiver sujeito às leis do Brasil



As premiações concedidas sob os Documentos do Plano não foram e não serão emitidas, realizadas, distribuídas, oferecidas ou negociadas publicamente nos mercados de capitais brasileiros e, conseqüentemente, não serão registradas na Comissão de Valores Mobiliários (CVM). Sendo assim, as Premiações não serão oferecidas nem vendidas no Brasil, exceto em circunstâncias que não constituem uma oferta, realização, distribuição ou negociação pública sob as regulamentações dos mercados de capitais do Brasil.

Se estiver empregado no Brasil, ao aceitar o Prêmio, você concorda e reconhece que (i) nem seu funcionário, nem nenhuma pessoa ou entidade atuante em nome de seu empregador ofereceu a você consultoria financeira relativa à sua Premiação ou às ações adquiridas após estabelecimento de seu Prêmio; e (ii) seu empregador não garante um nível específico de retorno de sua Premiação ou das ações.

21. If you are subject to the laws of Canada



In addition to any restrictions on resale and transfer noted in the Plan Documents, shares acquired pursuant to the Plan will be subject to certain restrictions on resale imposed by Canadian provincial securities laws (in general, participants in the offering who are resident in Canada may not resell their shares to Canadian purchasers). Accordingly, prospective participants are encouraged to seek legal advice prior to any resale of such shares.

FR CA : Si vous êtes assujetti aux lois canadiennes



En plus des restrictions sur la revente et le transfert indiquées dans la documentation relative au Plan, les actions acquises conformément au Plan seront soumises à certaines restrictions sur la revente imposées par les lois de sécurité provinciales canadiennes (en général, les participants à cette offre résidant au Canada ne peuvent revendre leurs actions à des acheteurs canadiens). Par conséquent, les participants potentiels sont encouragés à obtenir un avis juridique avant toute revente de ces parts.

22. If you are subject to the laws of Chile



Neither Weir, the Plan nor the Shares have been registered in the Registro de Valores (Securities Registry) or in the Registro de Valores Extranjeros (Foreign Securities Registry) of the Comisión

para el Mercado Financiero (CMF) and they are not subject to the control of the CMF. The Plan is ruled by number 2 of the General Regulation 345. As the Shares are not registered, the issuer has no obligation under Chilean law to deliver public information regarding the Shares in Chile. The Shares cannot be publicly offered in Chile unless they are registered with the CMF or they comply with General Regulation 345. The commencement date of the offer is May 9, 2019.

Ni Weir, ni el Plan ni las Acciones han sido registradas en el Registro de Valores o en el Registro de Valores Extranjeros que lleva la Comisión para el Mercado Financiero (CMF) y ninguno de ellos está sujeto a la fiscalización de la CMF. Esta oferta de Acciones se acoge al numeral 2 de la Norma de Carácter General 345. Por tratarse de valores no inscritos, el emisor de las Acciones no tiene obligación bajo la ley chilena de entregar en Chile información pública acerca de las Acciones. Las Acciones no pueden ser ofrecidas públicamente en Chile en tanto éstas no se inscriban en el Registro de Valores correspondiente a menos que se cumpla las condiciones establecidas en la Norma de Carácter General 345. Se informa que la fecha de inicio de la presente oferta es el 9 de May de 2019.

23. If you are subject to the laws of China



If you are currently located in China then, until such time as Weir has received consent from the State Administration of Foreign Exchange (“SAFE”) to allow Awards to be settled in shares, Awards granted to you may only be settled in cash. You will be notified if and when such SAFE consent has been granted.

ZH: 如你受中国法律约束



如你目前在中国，在 Weir 得到国家外汇管理局 (“SAFE”) 同意以股份形式颁发奖金之前，授予你的奖金只能以现金形式兑现。一旦得到 SAFE 的同意，我们会对你进行相关通知。

24. If you are subject to the laws of India



The securities described in the Plan Documents are being offered only to a select number of qualifying employees of Weir, its subsidiaries or any associated company. Such employees may not be acting on behalf of or as an agent for any other person. Securities under the Plan will not be available for subscription or purchase by any other person.


HI: यदि आप भारत के कानूनों के अधीन हैं



योजना दस्तावेजों में वर्णित प्रतिभूतियां केवल चुनिंदा संख्या में वियर के पात्र कर्मचारियों, इसकी सहायक कंपनियों या किसी संबद्ध कंपनी को दी जा रही हैं। ऐसे कर्मचारी किसी अन्य व्यक्ति की ओर से या उसके एजेंट के रूप में कार्य नहीं कर सकते। योजना के अंतर्गत प्रतिभूतियां किसी अन्य व्यक्ति को सदस्यता या खरीद के लिए उपलब्ध नहीं होंगी।

25. If you are subject to the laws of Indonesia 

The Awards will not constitute as a public offering as defined under Law No. 8 of 1995 Regarding Capital Markets since the total value of the offer will not exceed IDR1Billion.

IN: Jika Anda tunduk pada hukum Indonesia 

Insentif Saham bukan merupakan penawaran publik sebagaimana ditetapkan dalam Undang-Undang No. 8 tahun 1995 Tentang Pasar Modal karena total nilai penawaran tidak melebihi IDR 1 miliar.

26. If you are subject to the laws of the Republic of Korea 

If you are employed in the Republic of Korea, then, notwithstanding anything set forth in the Plan Documents, your Award is granted by Weir, not your employer

27. If you are subject to the laws of Malaysia 

If you are employed in Malaysia, you should note that the grant of Awards in Malaysia constitutes or relates to an 'excluded offer', 'excluded invitation' or 'excluded issue' pursuant to Sections 229 and 230 of the Malaysian Capital Markets and Services Act 2007. Copies of the Plan Documents may have been delivered to the Securities Commission of Malaysia.

The Plan Documents do not constitute, and may not be used for the purpose of, a public offering or issue, offer for subscription or purchase, invitation to subscribe for or purchase of any securities requiring the registration of a prospectus with the Securities Commission in Malaysia under the Capital Markets and Services Act 2007.

MS: Sekiranya anda tertakluk kepada undang-undang di Malaysia 

Sekiranya anda bekerja di Malaysia, sedia maklum bahawa pemberian Anugerah di Malaysia membentuk atau mempunyai kaitan dengan 'tawaran terkecuali', 'pelawaan terkecuali' atau 'terbitan terkecuali' menurut Seksyen 229 dan 230 Akta Pasaran Modal dan Perkhidmatan 2007. Salinan Dokumen Pelan mungkin dihantar kepada Suruhanjaya Sekuriti Malaysia.

Dokumen Pelan tidak membentuk, dan tidak boleh digunakan bagi tujuan, penawaran atau penerbitan awam, tawaran bagi langganan atau pembelian, pelawaan untuk melanggan atau membeli mana-mana sekuriti yang memerlukan pendaftaran prospektus dengan Suruhanjaya Sekuriti di Malaysia menurut Akta Pasaran Modal dan Perkhidmatan 2007.

28. If you are subject to the laws of Mexico 


The shares underlying your Award have not been registered with the National Register of Securities maintained by the Mexican Banking and Securities Commission and may not be

offered or sold publicly in Mexico. The Plan Documents may not be publicly distributed in Mexico. These materials are addressed to you only because of your existing labor relationship with Weir and may not be reproduced or copied in any form. The offer contained in these materials is addressed solely to the present employees of Weir in Mexico and any rights under the Plan may not be assigned or transferred. The shares underlying your Award will be offered pursuant to a private placement exception under the Mexican Securities Law.

29. If you are subject to the laws of the Netherlands 

Attention! This investment falls outside AFM supervision.
No license and no prospectus required for this activity.



30. If you are subject to the laws of New Zealand 

Warning:

This is an offer of ordinary shares. Ordinary shares give you a stake in the ownership of Weir. You may receive a return if dividends are paid. If Weir runs into financial difficulties and is wound-up, you will be paid only after all creditors and holders of preference shares have been paid. You may lose some or all of your investment.

New Zealand law normally requires people who offer financial products to give information to investors before they invest. This information is designed to help investors to make an informed decision. The usual rules do not apply to this offer because it is made under an employee share purchase scheme. As a result, you may not be given all the information usually required. You will also have fewer other legal protections for this investment.

The ordinary shares of Weir are quoted on the London Stock Exchange. This means you may be able to sell them on the London Stock Exchange if there are interested buyers. If you are required to invest your own funds to acquire the ordinary shares, you may get less than you invested. The price will depend on the demand for ordinary shares in Weir.

Ask questions, read all documents carefully and seek independent financial advice before committing yourself.

31. If you are subject to the laws of Peru 

The shares to be issued upon settlement of your Award have not been registered with the Public Register of the Securities Market maintained by the Peruvian Securities Market Superintendence (Superintendencia del Mercado de Valores - SMV), and may not be offered or sold publicly in Peru. In addition, the contents of the Plan Documents have not been reviewed by any Peruvian regulatory authority.

32. If you are subject to the laws of the Philippines 

The securities being offered or sold under the Plan have not been registered with the Philippine Securities and Exchange Commission under the Philippine Securities Regulation Code. Any future offer or sale of the securities in the Philippines is subject to registration requirements under the Securities Regulation Code unless such offer or sale qualifies as an exempt transaction.

By accepting your Award, you hereby certify that you (i) have been furnished with all relevant information and materials with respect to the Weir's operations and financial conditions and the terms and conditions of the Awards, (ii) have read and understood such information and materials, (iii) are fully aware and knowledgeable of the terms and conditions of the Awards, and (iv) completely and voluntarily agree to the terms and conditions of the Awards set forth in the Plan Documents.

33. If you are subject to the laws of Russia 

Information contained in the Plan Documents does not constitute an advertisement of any securities in Russia and must not be passed on to third parties or otherwise be made publicly available in Russia. The Awards and the details of the shares to be granted under the Plan have not been and will not be registered in Russia and are not intended for 'placement' or 'circulation' in Russia.

RU: Если вы подпадаете под действие законов Российской Федерации (РФ) 

Информация, содержащаяся в документах о данной Программе, не является рекламой каких-либо ценных бумаг в Российской Федерации и не должна быть передана третьим лицам или быть доступной для всеобщего ознакомления в РФ. Данная Премия и акции, выдаваемые в рамках данной Программы, не зарегистрированы и не будут зарегистрированы в РФ, они также не предназначены для "размещения" и "обращения" в РФ.

34. If you are subject to the laws of Saudi Arabia 

This document may not be distributed in the Kingdom except to such persons as are permitted under the Rules on the Offer of Securities and Continuing Obligations issued by the Capital Market Authority. The Capital Market Authority does not make any representation as to the accuracy or completeness of this document, and expressly disclaims any liability whatsoever for any loss arising from, or incurred in reliance upon, any part of this document. Prospective purchasers of the securities offered hereby should conduct their own due diligence on the accuracy of the information relating to the securities. If you do not understand the contents of this document you should consult an authorised financial adviser.

35. If you are subject to the laws of Singapore 

You acknowledge that this Plan Document has not been registered as a prospectus with the Monetary Authority of Singapore. Accordingly, this Plan Document and any other document or material in connection with the offer or sale, or invitation for subscription or purchase of the ordinary shares of Weir may not be circulated or distributed, nor may the ordinary shares be offered or sold, or be made the subject of an invitation for subscription or purchase, whether directly or indirectly, to persons in Singapore other than pursuant to, and in accordance with the conditions of, an exemption under any provision (other than Section 280) of Subdivision (4) of Division 1 of Part XIII of the Securities and Futures Act, Chapter 289 of Singapore."

The Awards under the plan are prescribed capital markets products (as defined in the Securities and Futures (Capital Markets Products) Regulations 2018) and Excluded Investment Products (as defined in MAS Notice SFA 04-N12: Notice on the Sale of Investment Products and MAS Notice FAA-N16: Notice on Recommendations on Investment Products).

36. If you are subject to the laws of South Africa



If you are employed in South Africa, you are hereby advised that you are solely responsible for obtaining South African exchange control approvals with respect to your Award and Weir will not be responsible for obtaining exchange control approval on your behalf. Furthermore, in the event you fail to obtain any required exchange control approval, neither Weir nor your employer will be liable in any way for any resulting fines or penalties. For more country specific information for South Africa, take a look at the [South Africa Written statement](#).

37. If you are subject to the laws of Turkey



The Plan is not a public offering in terms of the Turkish Capital Markets legislation and the information provided in any plan-related documents cannot be construed as a public offering and is made to you as an employee of Weir. You are not obligated to accept your Award and may reject your awards. The grant of your Award does not change or supplement the terms of your employment in any way. The Plan Documents do not constitute an employee handbook or an employment contract between you and the Weir.


Weir is not giving you investment or other financial advice and reserves the right to suspend, change, amend or supplement the terms of the Plan in whole or in part, for any reason at any time. If you are in doubt about the merits of the Plan you should contact your financial adviser.

TR: Türkiye yasalarına tabiyseniz



Plan, Türkiye Sermaye Piyasaları mevzuatı bakımından bir halka arz teşkil etmez ve planla ilgili belgelerde verilen bilgiler de halka arz niteliğinde sayılmaz; bunlar yalnızca bir Weir çalışanı olarak size yöneliktir. Priminizi kabul etmek zorunda değilsiniz; prim almayı reddedebilirsiniz. Priminizin verilmesi, istihdam koşullarınızı hiçbir şekilde değiştirmez veya bu koşullara ek niteliği taşımaz. Plan Belgeleri, bir çalışan el kitabı değildir veya sizinle Weir arasında bir iş akdi teşkil etmez.

Weir, size yatırım tavsiyesinde veya başkaca bir mali tavsiyede bulunmamaktadır ve Planın koşullarını dilediği zaman, herhangi biri nedenle tamamen veya kısmen askıya alma, değiştirme, tadil etme veya bunlara eklemeler yapma hakkını saklı tutar. Planın faydaları hakkında şüphenez varsa, mali danışmanınızla görüşmelisiniz.

38. If you are subject to the laws of Vietnam 

If you are currently located in Vietnam then, until such time as Weir has received consent from the State Bank of Vietnam (“SBVN”) to allow Awards to be settled in shares, Awards granted to you may only be settled in cash. You will be notified if and when such SBVN consent has been granted.