

**THIS DECISION FORM AND THE ACCOMPANYING LETTER ARE IMPORTANT AND REQUIRE YOUR IMMEDIATE ATTENTION.** If you are in any doubt as to the contents of this document or the action you should take, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, accountant or other independent financial adviser authorised under the Financial Services and Markets Act 2000, if you are in the United Kingdom, or from another appropriately authorised independent financial adviser if you are taking advice in a territory outside the United Kingdom.

**DECISION FORM**

For use by holders (**Option Holders**) of Options (**Options**) under the FairFX Group Share Option Plan and certain standalone option agreements between the relevant Option Holder and Equals (together, the **Option Plans**)

[Name]  
[Address]

**THIS DECISION FORM IS ONLY TO BE USED IF YOU WISH TO ACCEPT THE OPTION PROPOSAL IN RESPECT OF YOUR OPTIONS,** as set out in the letter dated 17 December 2024 (the Letter) from Equals and BidCo. Words and expressions defined in the Letter have the same meaning in this Decision Form unless the context otherwise requires.

If you wish to accept the Option Proposal, you should complete this Decision Form, and return it to Shona Kerfoot at Equals by email to [s.kerfoot@equalsmoney.com](mailto:s.kerfoot@equalsmoney.com), or by post or courier to them at FAO Shona Kerfoot, Third Floor Vintners Place, 68 Upper Thames Street, London, EC4V 3BJ, as soon as possible. In any event, the Decision Form must be received by no later than 5 pm UK time on 7 January 2025.

Please read the instructions set out below for completing this form.

**1. Your Options and your choices**

<b>Box A:</b> Grant date of Option and name of Option Plan	<b>Box B:</b> Number of Equals Shares in respect of which each Option is exercisable	<b>Box C:</b> Exercise price per Equals Share under each Option	<b>Box D:</b> Tick box (✓) to exercise and accept Option Proposal in respect of all Equals Shares subject to each Option

## 2. Your Signature

I understand and accept that the choices I have made on this Decision Form are irrevocable and are subject to the terms set out in the Letter, the Scheme Document and the terms and conditions contained in this Decision Form.

Signed and delivered by me as a deed on the date set out below:

Date:	
Your signature:	
Your name ( <i>print</i> ):	
Daytime telephone number:	

Witnessed by (see paragraph 5 of Instructions for completing this Decision Form):

Witness' signature:	
Witness' name ( <i>print</i> ):	
Witness' address ( <i>print</i> ):	
Postcode:	

Instructions for completing this Decision Form:

3. The choices available to you are set out in the accompanying Letter and this Decision Form.
4. You should use this Decision Form if you want to exercise your Options and accept the Option Proposal.
5. The table in this Decision Form lists the Options granted to you which are exercisable.
6. If you want to exercise your Options and accept the Option Proposal, place a tick in **BOX D** in respect of each Option.
7. Having completed this Decision Form, you must sign it in the presence of a witness and date it. The witness must be at least 18 years of age and must not be your spouse or civil partner or otherwise related to you. The witness should sign and print their name and address where indicated.

**You should return this Decision Form to Shona Kerfoot at Equals as soon as possible in accordance with the instructions on the front of this Decision Form. We recommend that, as well as posting the completed document, you scan and email it to Shona Kerfoot at [s.kerfoot@equalsmoney.com](mailto:s.kerfoot@equalsmoney.com).**

## Terms and Conditions

1. By signing and dating this Decision Form, you irrevocably:
  - 1.1 exercise your Options specified in this Decision Form, such exercise to take effect immediately after the Court sanctions the Scheme;
  - 1.2 agree that the Equals Shares you acquire on exercise of your Options will be bound by the Scheme and may be issued to a person acting in a nominee or similar capacity on your behalf;
  - 1.3 authorise BidCo to transfer to Equals an amount equal to the Cash Consideration to which you are entitled under the Scheme in respect of your Equals Shares acquired on exercise of your Options;
  - 1.4 authorise the deduction from the proceeds due to you under the Scheme (including, at the election of Equals, in respect of Equals Shares acquired otherwise than pursuant to the exercise of Options) of any exercise price, income tax and employee NICs which may be due from you in respect of the exercise of your Options; and
  - 1.5 authorise Equals to remit the balance (if any) of the Cash Consideration and the Special Dividend due to you to your employer in the Equals Group to pay to you through the payroll (and you authorise your Attorney, as described in paragraph 3.4 below, to make arrangements for the same).
2. A Decision Form will be of no effect unless it is completed correctly, dated, signed and witnessed. Equals reserves the right, however, at its discretion, to:
  - 2.1 treat as effective any Decision Form which is not correctly completed; and
  - 2.2 treat any Decision Form received after 5 pm UK time on 7 January 2025 as having been received before that time.
3. By signing this Decision Form you:
  - 3.1 confirm that you are entitled to exercise your Options;
  - 3.2 agree that all your choices on this Decision Form are made irrevocably;
  - 3.3 acknowledge that if your Options have lapsed or lapse before exercise takes effect, completion of this Decision Form will be of no effect in respect of such lapsed Options;
  - 3.4 irrevocably appoint each of the directors or company secretary of Equals to be your true and lawful attorney (**Attorney**) with full power and authority in your name and on your behalf to approve, sign, execute (as a deed or otherwise) and deliver any document and do any act or thing which the Attorney, in their absolute and unfettered discretion, considers necessary or desirable in order to give effect to your authorisations, agreements and instructions referred to in this Decision Form. The Attorney has the full power to appoint in writing a substitute to act as your Attorney for these purposes;
  - 3.5 confirm that all powers of attorney and authorities under this Decision Form are given by way of security for the performance of your obligations and are irrevocable in accordance with section 4 of the Powers of Attorney Act 1971;
  - 3.6 acknowledge that neither Equals nor BidCo will be responsible for any consequential loss in the event of this Decision Form being incorrectly completed and that none of Equals, BidCo and the Attorney is obliged to obtain clarification of your instructions; and

- 3.7 authorise and direct that all correspondence and any other item in connection with the Scheme be sent to you at your own risk at the address to which the Letter was sent on this Decision Form or to your work email address.
4. This Decision Form shall be governed by and construed in accordance with English law.