This letter is important and requires your immediate attention.

If you are in any doubt as to the contents of this Letter 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 or legal adviser duly authorised under the Financial Services and Markets Act 2000 (as amended) 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.

6 August 2026

rotork® ABB

Dear Participant

The Rotork plc Share Incentive Plan (the "SIP") and the recommended cash acquisition of Rotork plc by ABB Ltd, through its indirect wholly-owned subsidiary ABB Automation Holding UK Limited

Please read everything in this letter and everything shared with it (the "**Letter**") carefully. The contents are very important. If you are unsure about what it means for you, please contact an independent financial, legal or tax adviser.

1. Why are we writing to you?

On 16 July 2026, the boards of Rotork plc ("**Rotork**") and ABB Ltd ("**ABB**") announced that they had reached agreement on the terms of a recommended acquisition pursuant to which ABB Automation Holding UK Limited ("**Bidco**"), an indirect wholly-owned subsidiary of ABB, will acquire the entire issued and to be issued ordinary share capital of Rotork (the "**Acquisition**").

We are writing to explain how the Acquisition will affect your Rotork Shares held on your behalf under the SIP (the "**SIP Shares**") and your rights in relation to those SIP Shares. In summary:

- in the same way that you can instruct the SIP Trustee to vote on your SIP Shares at Rotork's annual general meeting (or other shareholder general meetings), you can instruct the SIP Trustee to vote for or against the Acquisition in respect of your SIP Shares via the Equiniti employee share plan portal. The SIP Trustee will email you separately using the email address they hold for you explaining how and the terms upon which you can instruct the SIP Trustee to vote on the Acquisition and the deadline to do so;

- if the Acquisition proceeds, all your SIP Shares at the Scheme Record Time will be acquired by ABB, acting through its indirect wholly-owned subsidiary Bidco, for 503 pence per SIP Share subject to the terms of the Acquisition. This treatment is automatic and you cannot elect to keep holding your SIP Shares or to convert your SIP Shares into shares in ABB instead. Please also see further below in relation to the Rotork Permitted Dividend; and

- you will receive your sale proceeds in cash. Your proceeds will be sent by the SIP Trustee as soon as practicable after completion of the Acquisition. The proceeds will be sent by the SIP Trustee to the bank account details held for you on your Equiniti employee share plan portal on the Effective Date. **<u>It is recommended that you log into your Equiniti employee share plan</u>**

portal on receipt of this Letter to check your bank account details and update these if necessary.

SIP Shares cover:

- "**Free Shares**", which are the Rotork Shares purchased by the SIP Trustee on your behalf at the request of Rotork without any contributions made by you; and
- "**Partnership Shares**", which are the Rotork Shares purchased by the SIP Trustee on your behalf using contributions made by you from your pre-tax salary each month.

The SIP is administered by Equiniti Limited. The SIP Trustee is Equiniti Share Plan Trustees Limited.

The Glossary explains the key words and phrases used in this Letter. Unless otherwise defined, capitalised terms used in this Letter have the same meaning as in the Scheme Document and in the announcement of ABB's cash offer on 16 July 2026 (the "**Announcement**"). A copy of the Announcement, the Scheme Document and this Letter are available on the Rotork website at https://www.rotork.com/en/investors/disclaimer/recommended-offer .

2. What about options or awards you hold under other Rotork Share Plans (such as the Sharesave (SAYE))?

This Letter only relates to your SIP Shares. Please note that if you participate in the Sharesave (SAYE) as well as the SIP, you will receive a separate letter about the treatment of your options under the Sharesave. The treatment of your options under the Sharesave is different to the treatment of your SIP Shares.

If you participate in any other Rotork Share Plans, you will receive separate letters explaining how the Acquisition will affect any awards, options, or Rotork Shares granted under those plans. Please also read those communications carefully as the treatment of those awards, options or Rotork Shares may be different from the treatment of your SIP Shares.

3. What is the Acquisition?

The Acquisition will result in ABB, through its indirect, wholly-owned subsidiary Bidco, becoming the owner of Rotork. The Acquisition will take place through what is called a "scheme of arrangement" (the "**Scheme**"). This is a procedure that is subject to approval by Rotork Shareholders and the Court. The date that the Court approves the Scheme is referred to in this Letter as the "**Court Sanction Date**". The Court Sanction Date is not when the Acquisition will complete. The Acquisition will complete when the Scheme becomes "**Effective**" (which is expected to occur a couple of days after the Court Sanction Date on the "**Effective Date**").

4. When is the Effective Date likely to take place?

The Effective Date is currently expected to take place in the first half of 2027, but only after a number of conditions are satisfied. The expected timetable of events is available in the Scheme Document at page 16.

5. What are the terms of the Acquisition?

Further information on the Scheme is set out in the Scheme Document sent to Rotork Shareholders dated 6 August 2026 and in the Announcement. This Letter should be read together with the Scheme Document and the Announcement.

In summary, Rotork Shareholders will receive 506 pence in cash for each Rotork Share they own, comprising:

- 503 pence in cash from ABB (the "**Cash Consideration**"); and
- the Rotork Permitted Dividend of up to 3 pence per Rotork Share, which the Rotork Shareholders are entitled to receive and retain without any reduction to the Cash Consideration.

6. What do you need to do?

You can instruct the SIP Trustee to vote in relation to your SIP Shares at the Court Meeting and the General Meeting, both to be held on 3 September 2026 at 10.15 a.m. and 10.30 a.m. (London time) respectively. A separate email invitation explaining how to (and the terms upon which you can) instruct the SIP Trustee to vote on the Acquisition at the Court Meeting and the General Meeting and the deadline by which you need to lodge your instruction with the SIP Trustee will be sent to you by the SIP Trustee to the email address they hold for you on 6 August 2026.

If you would like to instruct the SIP Trustee to vote in respect of your SIP Shares, you must submit your instruction online via the Equiniti employee share plan portal as soon as possible and <u>by no later than 10.15 a.m. (London time) on 28 August 2026 for the Court Meeting and 10.30 a.m. (London time) on 28 August 2026 for the General Meeting.</u>

There is no need to attend the Court Meeting or the General Meeting physically to vote.

If you take no action, or if you miss the deadline, the SIP Trustee will not vote in respect of the SIP Shares it holds on your behalf and will bear no responsibility or liability if you take no action or provide late, illegible and/or incorrect instructions. The SIP Trustee is under no obligation to remind you to complete your instructions or correct incorrect forms.

The Scheme will be approved (or not) by Rotork Shareholders at the Court Meeting and the General Meeting based on the votes of those Rotork Shareholders who do vote. Whether or not you vote, your SIP Shares will still be sold to ABB, if the Acquisition proceeds.

<u>It is recommended that you log into your Equiniti employee share plan portal on receipt of this Letter to check your bank account details and update these if necessary.</u>

Otherwise, you do not need to take any action until you receive the relevant letter(s) from the SIP Trustee inviting you to provide your instructions to vote in relation to your SIP Shares.

7. How will the Acquisition affect your SIP Shares?

The SIP will continue as normal until shortly before the Court Sanction Date, meaning you may continue to purchase further Partnership Shares in accordance with the SIP.

If the Acquisition proceeds, you will be entitled to participate in the Scheme in the same way as other Rotork Shareholders. This means any SIP Shares you hold will automatically be sold to ABB for 503 pence in cash for each SIP Share. This is the same Cash Consideration as will be paid to all other Rotork Shareholders. The proceeds due to you will be paid in cash as soon as practicable after the Effective Date, once funds are received from ABB. You do not need to take any further action, other than checking that the bank details held for you on your Equiniti employee share plan portal are correct.

If the Rotork Permitted Dividend is paid, you will also be paid this in cash in the ordinary way as has been the case for any previous Rotork dividends. This will either be via a cash payment made to the bank account you have recorded on your Equiniti employee share plan portal or via paper cheque (depending on the payment method you have selected with Equiniti).

Your SIP Shares will at all times remain subject to the rules of the SIP and the tax rules.

8. When will you receive the money?

If the Acquisition proceeds, your proceeds will be sent by the SIP Trustee as soon as practicable after completion of the Acquisition.

If the Rotork Permitted Dividend is paid, you will be paid by the SIP Trustee as soon as practicable after the dividend is paid.

Cash sent by the SIP Trustee to you will be sent to the bank account details as recorded on your Equiniti employee share plan portal. If you need to update your bank account details, please log into your Equiniti employee share plan portal to do this as soon as possible.

9. What if the Court Sanction does not go ahead?

If the Court does not sanction the Scheme for any reason, you will continue to own your SIP Shares as you do at the moment, subject to the rules and trust deed of the SIP and the SIP will continue unaffected.

10. Will the SIP continue to operate after the Acquisition takes effect?

No, after the Court Sanction Date, the SIP will not continue because Rotork will no longer be eligible to operate the SIP. All SIP Shares you hold will be treated as described above.

11. What happens if you leave employment with the Rotork Group before the Effective Date?

If you leave employment with the Rotork Group before the Effective Date, the SIP leaver rules and tax rules will apply in the normal way. More details can be found in the SIP FAQs and terms and conditions that you received in relation to any Free Share award under the SIP or the Partnership Shares brochure.

12. What are the tax implications for you?

The information in this section is intended as a general guide only to certain UK tax considerations based on current UK law and what is understood to be the current practice of HMRC as at the date of this Letter and does not constitute tax advice to you or any individual participant. Please remember that tax law can and often does change, and you should not necessarily assume the current tax position will continue.

As the tax rules for each country are different, the final amount of tax and social security contributions you will have to pay depends on where you are resident for tax purposes. This section assumes you are resident and domiciled in the United Kingdom at all relevant times. To the extent that this is not the case, we strongly recommend that you seek advice from an independent tax adviser in your country of tax residence.

You should not have to pay any income tax, employee's National Insurance contributions or capital gains tax when you sell your SIP Shares to ABB under the Acquisition (as long as your SIP Shares are sold directly by the SIP Trustee to ABB).

If you receive the Rotork Permitted Dividend, you may have to pay dividend income tax if your total income from all dividends you receive (not just the dividend income deriving from Rotork Shares) exceeds the dividend allowance in the relevant tax year. For the UK tax year ending 5 April 2027, the annual dividend allowance is £500. You may have to submit a self-assessment tax return or change your tax code to pay tax due on the dividends. If your total dividend income during the UK tax year is likely to exceed the dividend allowance, you are strongly recommended to seek your own independent tax advice, including as to whether you need to submit a self-assessment tax return.

For Partnership Shares only: If the SIP Trustee is holding any residual cash which was deducted from your salary but was insufficient to buy a SIP Share, the residual cash will be returned to you through the next practicable payroll after deduction of income tax and employee's National Insurance contributions.

This does not constitute legal, tax or financial advice and the treatment of your SIP Shares will depend on your particular individual circumstances. If you have any questions about your legal, tax or financial position, we strongly recommend that you take independent legal, tax and/or financial advice.

13. What if you have any questions?

If you have questions about the Acquisition or how to vote on your SIP Shares, please contact Equiniti on [redacted] Lines are open between 8.30 a.m. and 5.30 p.m. (London time), Monday to Friday (excluding public holidays in England and Wales). Calls may be recorded and monitored for security and training purposes.

Please note that none of Rotork, ABB, Bidco, or Equiniti, nor any of their employees, can provide you with any legal, tax, investment or financial advice on the merits of the Acquisition or its effect on your SIP Shares. If you have any questions about your legal, tax or financial position, you are strongly recommended to take independent legal, tax and/or financial advice.

14. Notices

Nothing in this Letter constitutes financial advice to any holder of shares, share options, or share awards in Rotork or ABB.

If you have received this Letter electronically, you can request a hard copy of this Letter, free of charge, by contacting Equiniti on [redacted] stating your name and the address to which the hard copy should be sent. You can also ask that any other documents, announcements and information to be sent to you in relation to the Acquisition should be sent to you in hard copy form.

Lines are open between 8.30 a.m. and 5.30 p.m. (London time), Monday to Friday (excluding public holidays in England and Wales). Please note that Equiniti cannot provide any financial, legal or tax advice. Calls may be recorded and monitored for security and training purposes.

If there are any differences between the information in this Letter, the SIP rules, or any relevant legislation, then the SIP rules and the legislation will prevail.

Yours faithfully,

Stuart Pain
Group General Counsel & Company Secretary

For and on behalf of

Rotork plc

Christian Nilsson
Chief Financial Officer

For and on behalf of

ABB Automation Holding UK Limited

Glossary

"**ABB**" means ABB Ltd;

"**ABB Directors**" means the persons whose names are set out in paragraph 2.2 of Part VIII (*Additional Information*) of the Scheme Document or, where the context so requires, the directors of ABB from time to time;

"**ABB Group**" means ABB and its subsidiary undertakings from time to time;

"**Acquisition**" means the recommended cash acquisition by Bidco of the entire issued and to be issued ordinary share capital of Rotork to be effected by means of the Scheme or should ABB so elect (with the consent of the Panel and subject to the terms of the Co-operation Agreement) by way of takeover offer and, where the context admits, any subsequent revision, variation, extension or renewal thereof;

"**Announcement**" means the joint announcement made by Rotork and ABB on 16 July 2026 under Rule 2.7 of the Takeover Code in respect of ABB's firm intention to effect the Acquisition;

"**Bidco**" means ABB Automation Holding UK Limited, a company incorporated in England and Wales with registered number 17332914, and an indirect wholly-owned subsidiary of ABB;

"**Bidco Directors**" means the persons whose names are set out in paragraph 2.3 of Part VIII (*Additional Information*) of the Scheme Document or, where the context so requires, the directors of Bidco from time to time;

"**Business Day**" means a day (other than Saturdays, Sundays and public holidays in the UK) on which banks are open in London for general banking business;

"**Cash Consideration**" means 503 pence in cash per Rotork Share;

"**Co-operation Agreement**" means the agreement dated 16 July 2026 entered into between ABB, Bidco and Rotork relating to, among other things, the implementation of the Acquisition;

"**Court**" means the High Court of Justice in England and Wales;

"**Court Meeting**" means the meeting of certain shareholders convened by order of the Court pursuant to section 896 of the Companies Act 2006, notice of which is set out in Part X (*Notice of Ordinary Share Court Meeting*) of the Scheme Document, for the purpose of considering and, if thought fit, approving the Scheme (with or without amendment), including any adjournment or postponement thereof;

"**Court Sanction**" means the Court approval of the Scheme;

"**Court Sanction Date**" means the date on which the Court sanctions the Scheme;

"**Effective**" means the Scheme having become effective in accordance with its terms;

"**Effective Date**" means the date on which the Acquisition becomes Effective in accordance with its terms;

"**Equiniti**" means Equiniti Limited;

"**Free Share**" means a Rotork Share purchased by the SIP Trustee on your behalf at the request of Rotork without any contributions made by you;

"**General Meeting**" means the meeting of certain shareholders (including any adjournment or postponement thereof) convened in connection with the Scheme by the notice set out in Part XI (*Notice of Ordinary Share General Meeting*) of the Scheme Document;

"**Letter**" means this letter and everything sent alongside it;

"**Panel**" means the UK Panel on Takeovers and Mergers;

“**Partnership Share**” means a Rotork Share purchased by the SIP Trustee on your behalf using contributions made by you from your pre-tax salary each month (to the extent that you participate in the Rotork SIP Partnership Share Programme);

“**Rotork**” means Rotork plc;

“**Rotork Board**” or “**Rotork Directors**” means the persons whose names are set out in paragraph 2.1 of Part VIII (*Additional Information*) of the Scheme Document or, where the context so requires, the directors of Rotork from time to time;

“**Rotork Group**” means Rotork and its subsidiary undertakings and, where context permits, each of them;

“**Rotork Permitted Dividend**” means a permitted interim dividend of up to 3 pence per Rotork Share which, if paid by the Rotork Board with a record date and a payment date prior to the Effective Date, Rotork Shareholders are entitled to receive and retain without any reduction to the Cash Consideration;

“**Rotork Remuneration Committee**” means the remuneration committee of the Rotork Board from time to time;

“**Rotork Share Plans**” means the share plans operated by Rotork from time to time;

“**Rotork Shareholders**” means the holders of Rotork Shares;

“**Rotork Shares**” means the ordinary shares of 0.5 pence each in the capital of Rotork;

“**Scheme**” means the proposed scheme of arrangement under Part 26 of the Companies Act 2006 between Rotork and the scheme shareholders in connection with the Acquisition, as set out in Part IV (*The Ordinary Share Scheme of Arrangement*) of the Scheme Document, with or subject to any modification, addition or condition approved or imposed by the Court and agreed to by Rotork and ABB;

“**Scheme Document**” means the document setting out the terms of the Scheme dated 6 August 2026 and addressed to Rotork Shareholders and the holders of Rotork’s preference shares;

“**Scheme Record Time**” means 6.00 p.m. (London time) on the Business Day immediately prior to the Effective Date (or such other date and/or time as ABB and Rotork may agree);

“**Sharesave**” means Rotork’s Sharesave Scheme as approved by Rotork Shareholders on 21 May 2004 and by HMRC on 10 August 2004, further approved by Rotork Shareholders on 28 April 2013, amended as approved by the remuneration committee of Rotork on 28 February 2007, 24 June 2011 and 5 August 2014 and amended as approved by the Rotork Directors on 24 February 2023 and Rotork Shareholders on 28 April 2023, as further amended from time to time;

“**Significant Interest**” means in relation to an undertaking, a direct or indirect interest in 20 per cent. or more of the voting rights conferred by the equity share capital of such undertaking;

“**SIP**” means Rotork’s Share Incentive Plan as adopted pursuant to a resolution dated 23 May 2002 and as amended pursuant to resolutions dated 20 April 2012, 29 April 2022 and 9 October 2025, as further amended from time to time;

“**SIP Shares**” means Rotork Shares held on a participant’s behalf under the SIP;

“**SIP Trust**” means the Rotork plc Share Incentive Plan Trust;

“**SIP Trustee**” means Equiniti Share Plan Trustees Limited in its capacity as the trustee of the SIP Trust;

“**Takeover Code**” means the City Code on Takeovers and Mergers, as amended from time to time; and

“**Wider ABB Group**” means ABB and the subsidiaries and subsidiary undertakings of ABB and associated undertakings (including any joint venture, partnership, firm or company in which any member of the ABB Group is interested or any undertaking in which ABB and such undertakings (aggregating their interests) have a Significant Interest).

Unless context requires otherwise, in this Letter the singular shall include the plural (and vice versa) and references to a gender shall include other genders.

Important Notes

The release, publication or distribution of this Letter in, into or from jurisdictions other than the United Kingdom may be restricted by law and therefore any persons who are subject to the laws of any jurisdiction other than the United Kingdom should inform themselves about, and observe, any applicable legal or regulatory requirements. Any failure to comply with the applicable restrictions may constitute a violation of the securities laws of any such jurisdiction. To the fullest extent permitted by applicable law, the companies and persons involved in the Acquisition disclaim any responsibility or liability for the violation of such restrictions by any person.

This Letter does not constitute an offer to sell or issue or the solicitation of an offer to buy or subscribe for shares in any jurisdiction in which such offer or solicitation is unlawful.

The Rotork Directors, whose names are set out in the Scheme Document, accept responsibility for the information contained in this Letter (including any expressions of opinion) other than the information for which responsibility is accepted by the ABB Directors and Bidco Directors. To the best of the knowledge and belief of the Rotork Directors (who have taken all reasonable care to ensure that such is the case), the information contained in this Letter (including any expression of opinion) for which they accept responsibility is in accordance with the facts and does not omit anything likely to affect the import of such information.

The ABB Directors and Bidco Directors, whose names are set out in the Scheme Document, accept responsibility for the information contained in this Letter (including any expressions of opinion) relating to ABB, Bidco, each member of the Wider ABB Group, the ABB Directors and Bidco Directors, and their respective close relatives, related trusts and other connected persons and persons acting in concert with ABB and Bidco (as such term is defined in the Takeover Code). To the best of the knowledge and belief of the ABB Directors and Bidco Directors (who have taken all reasonable care to ensure that such is the case), the information contained in this Letter (including any expressions of opinion) for which they accept responsibility is in accordance with the facts and does not omit anything likely to affect the import of such information.