

EQUATEX

Part of the Computershare Group

RELEASE NOTES

July 2025



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1.1 Release Schedule

This document details system enhancements to EquatePlus and our other offerings taking place in the coming weeks.

Additionally, we have included details of the enhancements recently applied to EquatePyramid.

While certain features are not available to all system users, the improvements will benefit plan participants, corporate plan administrators and Computershare users.

If you have any questions related to the new features, functionality, or information outlined in this document, please contact your relationship manager.

| Offering | Release # | Date | System Availability |
|----------------|-----------|--|--|
| EquatePlus* | 69 | Start: 13 July 2025 @ 09:00 CET End: 13 July 2025 @ 22:00 CET | EquatePlus, EquateMobile, EquateAPI and EquateInsights unavailable |
| Offering | Release # | Date | System Availability |
| EquateMobile | 3.24 | 14 July 2025 | No impact |
| EquateInsights | 1.0.13 | 22 July 2025 | EquateInsights unavailable |

*During the scheduled downtime of EquatePlus, users attempting to access the system will be presented with the system unavailable message in their preferred language.

A man with a beard and glasses is sitting at a desk, working on a laptop. He is wearing a dark grey t-shirt. The background shows a living room with a sofa and a window. A purple banner with the text "Participant Experience" is overlaid on the image. There are also purple arrowheads on the left and right sides of the banner.

Participant Experience

The upcoming release includes the following enhancements for participants:

2.1 Change of wording in brokerage account flow

EquatePlus allows participants to enter both bank account and brokerage account details. The account entry wording participants see is largely shared across both bank account and brokerage account entry flows.

Due to nuances in translation, the shared wording has caused confusion for participants using the brokerage flow in German, as it tends to lean towards bank account terminology. This confusion has led to participant misunderstandings and, in some cases, failed share transfers.



The upcoming release includes the following enhancements for participants:

2.1 Change of wording in brokerage account flow

To address this issue, we have separated the shared wording that was causing the problem. Specific German translations relating to adding brokerage accounts are now in place.

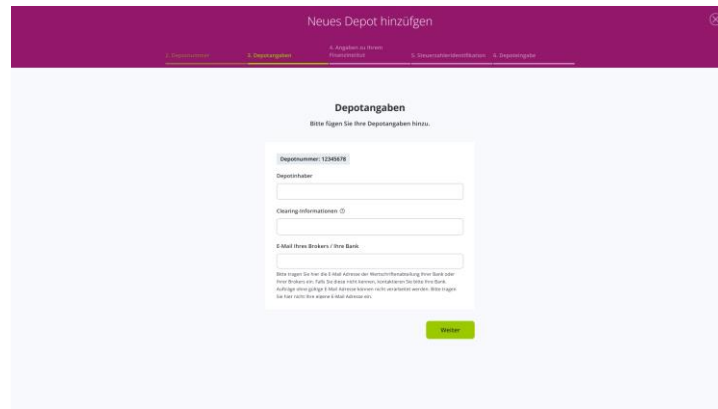
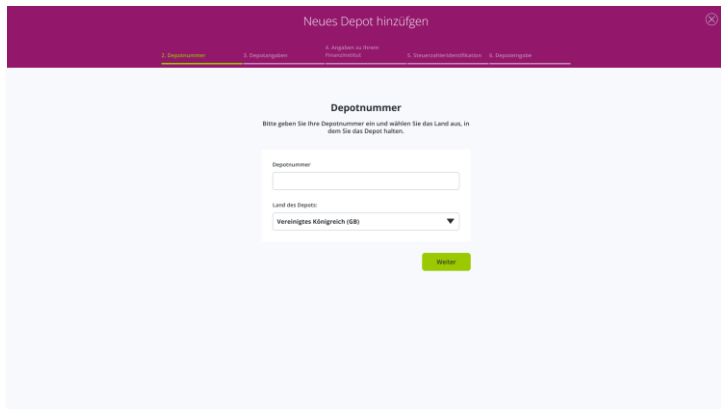


Illustration: sample of the brokerage account flow in the German language.

This change will be visible with the release to all participants adding a brokerage account in German.

- ✓ Enhances clarity for participants entering a brokerage account on EquatePlus in German.
- ✓ Reduces participant confusion, Contact Centre queries and failed broker transfers.

+ 2. Participant Experience

The upcoming release includes the following enhancements for participants:

2.2 EquateMobile – Enhanced system maintenance notifications

Participants will now be notified about upcoming system maintenance periods directly within the mobile app after logging in. These notifications can be accessed via the bell icon in the top-right corner of the Overview screen.

This is an improvement on the previous notification which showed the system message on the login screen before the user authenticated. This interrupted biometric login (face or fingerprint ID), causing frustration.

The enhancement will be available to all users of EquateMobile after the release.

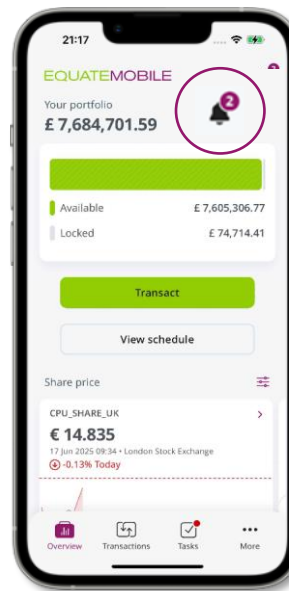


Illustration: overview screen with bell icon (enlarged for the illustration)

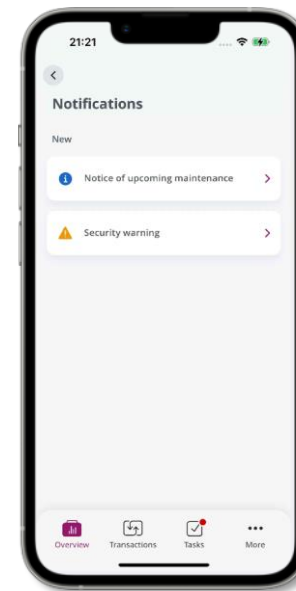


Illustration: system notifications screen

- ✓ Uninterrupted biometric login.
- ✓ Clear notification of system maintenance within the app.



Corporate Experience



3. Corporate Experience

The below details some new features now available to you.

3.1 Annual matching limits for ESPP and SIP

Some companies offer ESPP and/or SIP plans where the company matches participant contributions up to a certain threshold. This match typically applies to both regular and one-off contributions. Once the threshold is reached, the plan no longer provides additional matching.

EquatePlus currently offers comprehensive functionality to manage various matching rules on a per-contribution basis but does not yet support annual thresholds. The matching rules functionality has now been expanded to include annual thresholds. Once the threshold is reached, no further matching shares will be provided for the remainder of that period.

The start and end dates of the annual threshold are configured within the plan cycle, with the tax year start date serving as the default for SIP plans.

The functionality is available with the release but requires configuration. Please contact us if you are interested in this feature.

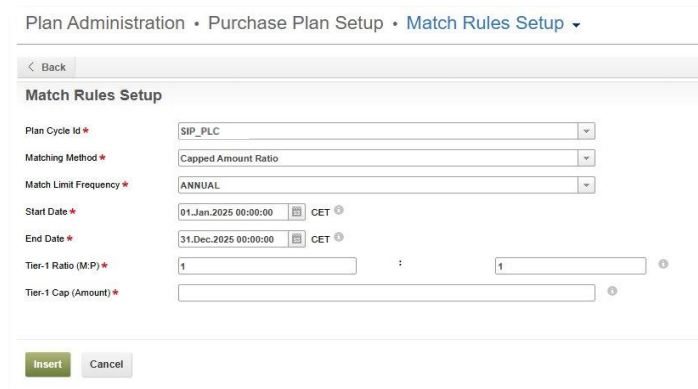


Illustration: Admin screen for the match rules set-up including the new rule and the duration for the limit

✓ Expanded offering for companies with contributory plans with matching limits

The below details some new features now available to you.

3.2 Purchase Report enhancement R2305

EquatePlus report R2305 is used to capture purchase transactions between two reportable dates.

Prior to the update, the report lacked support for scenarios where the expected and actual purchase dates differed. To address this, the report has been enhanced to:

- › Include the Actual Purchase Date in the output.
- › Introduce a filter option to select either Expected or Actual Purchase Date.

Note: EquateInsights reporting already supports this scenario.

- ✓ Addresses a reporting need.
- ✓ Provides easier access to key data.

R2305 - Purchase
This report contains all relevant details of participant's purchases

Filters

Purchase Date Type: ACTUAL PURCHASE DATE

Purchase From Date DD.MMM.YYYY: ACTUAL PURCHASE DATE

Purchase To Date DD.MMM.YYYY: 06.Jun.2025

Illustration: Report filter section

| | | | |
|--------------------------|----------------------|---|--|
| <input type="checkbox"/> | | = | |
| <input type="checkbox"/> | | = | |
| <input type="checkbox"/> | | = | |
| <input type="checkbox"/> | | = | |
| <input type="checkbox"/> | ACTUAL PURCHASE DATE | = | |

Illustration: Additional Column added at the end of the report



3. Corporate Experience

The below details some new features now available to you.

3.3 EquateInsights – SAYE Reports

EquateInsights now supports UK Save As You Earn (SAYE) plans.

Six new reports were introduced, and one existing report enhanced, to serve the reporting needs throughout the SAYE lifecycle and leverage the benefits of EquateInsights. The new reports provide more participant and organizational details than corresponding legacy reports.

Access to the new reports is granted to administrators with the Purchase role.

The new reports are:

- › SAYE Initial Deductions
- › SAYE Acceptors
- › SAYE Missed Savings
- › SAYE Savings Summary
- › SAYE Withdrawal & Exercise Elections
- › SAYE Savings Transactions

The Transaction Activity report was enhanced to allow tracking of SAYE forfeitures.

The below details some new features now available to you.

3.3 EquateInsights – SAYE Reports... continued

Initial Deductions

- › Provides access to details of participants with new deductions, for setup and ongoing contributions to SAYE plans.
- › Data presented for Participant Details, Addresses, Plan Identifiers, Allocations, Election Details and Participant Organisations data.
- › Runs at allocation date and presents last month's data by default.

Acceptors

- › Presents the details of participants that have elected to contribute to an SAYE plan.
- › Provides Participant Details, Addresses, Plan Identifiers, Election Details and Participant Organisations data.
- › Runs at close date and presents last month's data by default.

SAYE Initial Deductions

An overview of participants with new deductions for setup and ongoing contributions to SAYE plans.

IR25

Illustration: Initial Deductions report card

SAYE Acceptors

An overview of the details of participants that have elected to contribute in an SAYE plan in a given time period.

IR24

Illustration: Acceptors report card



3. Corporate Experience

The below details some new features now available to you.

3.3 EquateInsights – SAYE Reports... continued

Missed Savings

- › Assists in the identification of participants, who have missed one or more contributions to their plan.
- › Data presented for Participant Details, Addresses, Plan Identifiers, Allocations, Payment Details, Missed Payment Statements, Election Details and Participant Organisations data.
- › Runs at as-of-date and presents last month’s data by default.

Savings Summary

- › Provides a summary overview of participants’ contributions to the respective plans.
- › Provides Participant Details, Addresses, Plan Identifiers, Allocations, Election Details, Bonus and Interest, Payment, Headroom and Participant Organisations data.
- › Runs at as-of-date and presents a summary as of today by default.

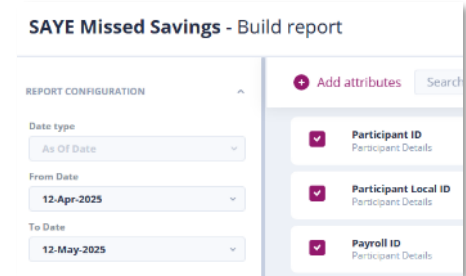


Illustration: Missed Savings report configuration

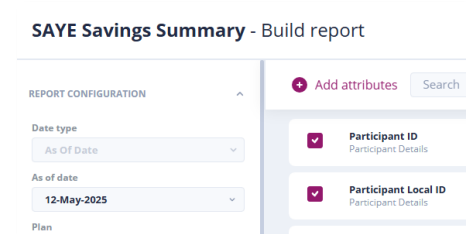


Illustration: Savings Summary report configuration



3. Corporate Experience

The below details some new features now available to you.

3.3 EquateInsights – SAYE Reports ...continued

Withdrawal & Exercise Elections

- › Provides an overview of participants who are exiting their plan within a selected period (including lapse, withdrawal and maturity).
- › Runs at election submit date and presents last month’s data by default.

Savings Transactions

- › Provides an overview of participants’ contribution transactions.
- › Runs at entry date or as-of-date and presents transactions for the last month by default.

Transaction Activity – Enhancements

- › Additional plan identifiers and participant details added to enable SAYE Forfeitures data usage, currently satisfied by the R0511 legacy report.
- › Runs at processing date or transaction date and presents transactions for the last month by default.

The new reports and report changes will be available with this release. Companies with SAYE plans will be able to use them as soon as they go live with EquateInsights.

- ✓ Expands reporting capabilities of EquateInsights.
- ✓ Enables the transition from legacy reports.



Illustration: Withdrawal & Exercise Elections report card

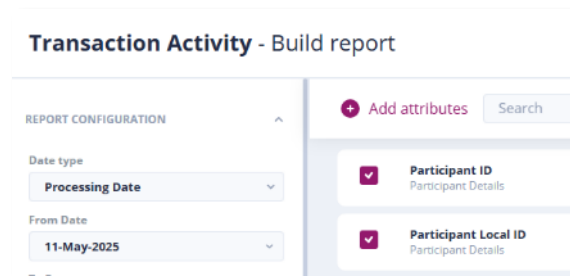


Illustration: Transaction activity report configuration

+ 3. Corporate Experience

The below details some new features now available to you.

3.4 EquateInsights – Payroll Trade with FX

Tax calculations at plan events, such as vesting, are typically used to deduct tax amounts from participants' salaries.

To accommodate the diverse needs for currency conversion in payroll processing, the Payroll Trade with FX report has been enhanced with additional settlement details.

New attributes added to the report include Payroll FX Currency for the Settlement Date Rate, Payroll FX Rate (Settlement Date), Total Taxable Value (Settlement Date FX Rate), and more.

The report can be run based on either the execution or settlement date and, by default, presents data from the previous month.

This update will be automatically available to all EquateInsight users with this release.

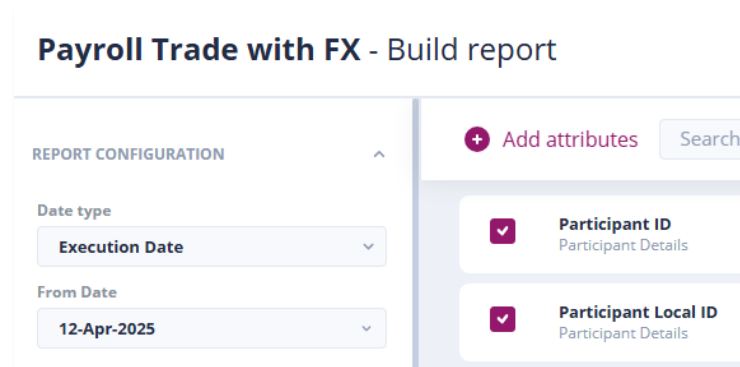


Illustration: Payroll Trade with FX report configuration

- ✓ Enhanced management of payroll in currencies different from the security currency, enabling smoother operations.
- ✓ Improved flexibility to tailor reports for diverse needs.

The below details some new features now available to you.

3.5 EquatePyramid - Weighted Average Share price for Options exercised during period

To comply with the disclosure requirements under International Financial Reporting Standard 2 (IFRS 2), a new calculation has been added to the period activity report.

This calculation discloses the weighted average share price on the exercise date for options exercised during the period.

This update is now available to all companies.

| | | |
|---|--------|--------|
| Weighted average share price of exercised during the period | 11 870 | 249,09 |
|---|--------|--------|

Illustration: Line from the report detailing the new calculations

✓ Ensures ongoing compliance with International Financial Reporting Standard 2 (IFRS 2).

+ 3. Corporate Experience

The below details some new features now available to you.

3.6 EquatePyramid – “Weighted Average Remaining Period” new calculation

To meet the disclosure requirements under ASC 718, a new calculation has been included to disclose the weighted average period over which the unamortized expense will be recognized.

This update is available for all companies reporting under US GAAP on the US GAAP expense summary report after additional configuration.

Please contact your Account Manager if you require this calculation.

| Entity Country | Entity | Cost 01.01.2015-31.12.2015 | Total cost per: 31.12.2014 | Total cost per: 31.12.2015 | Unamortized fair value per 31.12.2015 | WA Remaining Period |
|---------------------|---------------------|-------------------------------|----------------------------------|----------------------------------|--|---------------------------|
| US | US01 | 7 819,73 | 16 371,98 | 24 191,71 | 623,77 | 0,25 |
| US | US02 | 21 547,39 | 8 762,20 | 30 309,59 | 15 269,20 | 1,71 |
| US | Total for US | 29 367,12 | 25 134,19 | 54 501,30 | 15 892,97 | 1,65 |
| Grand Total: | | 29 367,12 | 25 134,19 | 54 501,30 | 15 892,97 | 1,65 |

Illustration: Column from the report showing Weighted Average Remaining Period

✓ Ensures compliance with US GAAP, ASC 718.

The below details some new features now available to you.

3.7 EquatePyramid - Social Security rates per Instrument Type

In some countries, different social security rates are applicable for different instrument types. We have now added extra flexibility which enables you to define different social security rates based on instrument type.

This feature is available after additional configuration.

Please contact your Account Manager if you need to apply different social security rates by instrument type.

Change tax bucket

| Information about tax bucket | |
|---|--|
| Code | NO_P5198 |
| Name | No_SocSecurity |
| Description | Social Security tax emp in Norway |
| Tax Type 1 | Ordinary tax |
| Tax Type 2 | Soc.sec employ |
| National Tax Type | |
| Instrument types (Social security tax) | <ul style="list-style-type: none">Subscription rightsOptionsCash settledRestricted share unitSynthetic restricted shareRestricted share award423 ESPPFundsVariable accounting options vestingShare appreciation rightsShare-settled appreciation rightsVariable accounting options settlement |
| <input type="button" value="Save"/> | |

Illustration: Screenshot showing the ability to assign instrument types to tax buckets

✓ Flexibility to apply different social security rates to different instrument types.



3. Corporate Experience

The below details some new features now available to you.

3.8 EquatePyramid - New Interface for updates to recognition dates

Due to growing demand, we have now made it possible to enter the following recognition dates in the EquatePyramid administrator portal:

- > Service start/end dates
- > Retirement eligibility dates
- > Recharge start/end dates

This update is now available but requires additional configuration.

Please contact your Account Manager if you need assistance.

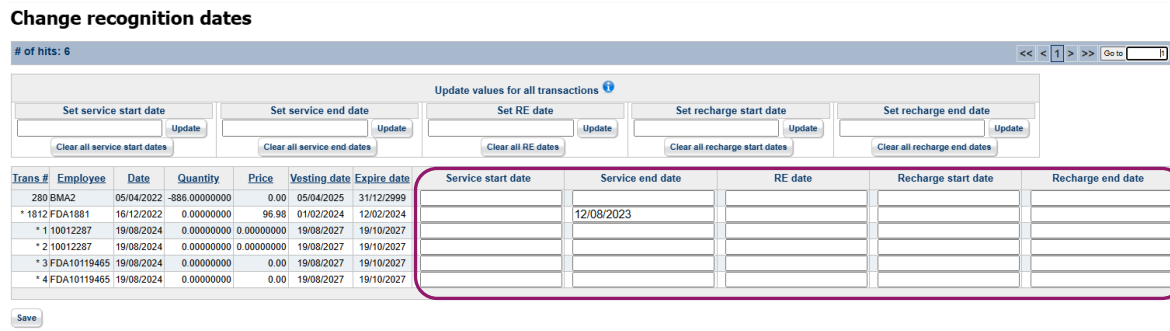


Illustration: Screenshot showing the ability to enter recognition dates

✓ Increased configuration options for Recognition Dates

The below details some new features now available to you.

3.9 EquatePyramid- IFRS Expense Report enhancements

To support future needs, new features have been included in the Expense Report:

- › Award currency calculations
- › HGB and German tax standards support
- › Discounting for lack of marketability
- › Redirect expense to bonus pools
- › Expense calculation based on stock quotes for equity settled awards
- › Net present value calculations for cash awards
- › Redirect costs for restructuring/severance events

This update is now available but requires additional configuration.

Please contact your Account Manager if you require this.



Illustration: Screenshot of report filter page with Award Currency



Illustration: Screenshot showing HGB and German Tax Standards as a filter

✓ Enhanced IFRS expense report options.

The below details some new features now available to you.

3.10 EquatePyramid- Social Security Accruals Report enhancements

To support future needs, several new features have been added to the Social Security Accruals Report:

- › Calculations in Award Currency
- › Support for HGB and German Tax standards
- › Ability to redirect expense to bonus pools
- › Redirect costs for Restructuring/Severance events
- › Settlement accruals using value at settlement

This update is now available but requires additional configuration.

Please contact your Account Manager if you require this.



Illustration: Screenshot of report filter page with Award Currency



Illustration: Screenshot showing HGB and German Tax

✓ Support clients for advanced requirements.

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