

Pension Salary Sacrifice opt out

Participation in the Company's Pension Salary Sacrifice arrangement is voluntary.

If you would like to opt out of the Pension Salary Sacrifice arrangement, complete this form and send it to pensions@evokeplc.com.

If you choose to opt out of the Pension Salary Sacrifice arrangement:

- You will remain a member of the Mercer Master Trust, unless you separately opt out under the statutory automatic enrolment process.
- Your employee pension contributions will be deducted from your pay before tax, through a Net Pay arrangement.
- You will not receive the National Insurance contribution savings associated with Pension Salary Sacrifice.

This opt-out form applies only to the Pension Salary Sacrifice arrangement and does not opt you out of the Mercer Master Trust.

Your details

Full Name:

Date of birth:

Employee number:

Declaration

By completing this form, I confirm that:

1. I wish to opt out of the Pension Salary Sacrifice arrangement.
2. I understand that Pension Salary Sacrifice is a voluntary contractual arrangement.
3. I understand that:
 - My contractual salary will revert to my pre-sacrifice pay.
 - My pension contributions will continue to be paid from my pay, unless I separately opt out of the Mercer Master Trust.
4. I understand that opting out means I will not benefit from National Insurance contribution savings.
5. I understand that:
 - This decision does not affect my automatic enrolment status.

- Employer pension contributions will continue in line with scheme rules.
6. I understand that, subject to Company policy, I may re-enter the Pension Salary Sacrifice arrangement only during:
- The annual renewal window; or
 - Following an approved lifestyle change event (as defined by the Company).
7. I understand that this change will normally take effect from the next available payroll, subject to payroll processing deadlines and administrative requirements.

Confirmation

Signature:

Date: