

16 August 2021

To: *Meggitt employees*

SUBJECT: Publication of Scheme Document in relation to the recommended cash offer for Meggitt PLC by Parker-Hannifin Corporation

We are required by the City Code on Takeovers and Mergers to send you this email. No action is required on your part unless you hold shares in Meggitt PLC, in which case you will have been sent a separate letter about the steps required to be taken by you.

Dear Colleague,

Important documentation in relation to the recommended cash acquisition of Meggitt PLC ("Meggitt") by Parker-Hannifin Corporation ("Parker")

On 2 August 2021, Meggitt and Parker announced that they had reached agreement on the terms of a recommended cash acquisition pursuant to which Parker shall acquire the entire issued, and to be issued, ordinary share capital of the Company (the "**Acquisition**"), to be effected by means of a Court-sanctioned scheme of arrangement (the "**Scheme**") under Part 26 of the Companies Act 2006. A scheme circular has been published today in connection with the Acquisition and the Scheme (the "**Scheme Document**").

In accordance with Rules 24.1 (b) (i) and 25.1 (b) of the City Code on Takeovers and Mergers (the "**Code**"), please accept this email as a notification that a copy of the Scheme Document and the announcement relating to it (the "**Announcement**") are now available to view on the Company's website, at www.meggittoffer.com, so that they are readily available to you.

Please note that this email is not a summary of the information and proposals set out in the Scheme Document or the Announcement, and should not be regarded as a substitute for reading the Scheme Document and the Announcement in full.

Please be aware that addresses, electronic addresses and certain other information provided by you for the receipt of communications from Meggitt may be provided to Parker during the offer period as required under Section 4 of Appendix 4 of the Code.

Should you wish to contact Meggitt regarding administrative matters in view of the Announcement, please call Marina Thomas, Group Company Secretary & EVP Ethics and Communications, on +44 (0)7432738520 during normal business hours.

Yours faithfully,

Marina Thomas

Group Company Secretary

Important notice

If you are in any doubt as regards the contents of this email, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, solicitor or other independent 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 in a territory outside the United Kingdom. The release, publication or distribution of this email and any accompanying documents (in whole or in part) in or into or from jurisdictions other than the United Kingdom may be restricted by the laws of those jurisdictions and therefore persons into whose possession this email comes should inform themselves about, and observe, any such restrictions. Failure to comply with any such restrictions may constitute a violation of the securities laws of any such jurisdiction.

Right to request hard copies

You may request a hard copy of the Announcement, the Scheme Document or the information incorporated into them by reference to another source, free of charge, by calling the Company's registrar, Computershare, on +44 (0)370 703 6210 or by writing to Computershare at The Pavilions, Bridgwater Road, Bristol, BS99 6ZY stating your name, and the address to which the hard copy should be sent. A hard copy of any such information will not be sent to you unless you request it. You may also request that all future documents, announcements and information sent to you in relation to the Acquisition should be in hard copy form.

Directors' responsibility statement

Each of the directors of Meggitt (the "**Directors**") accepts responsibility for the information contained in this communication relating to Meggitt (including any expressions of opinion). To the best of the knowledge and belief of the Directors (who have taken all reasonable care to ensure that such is the case) the information contained in this communication (including any expressions of opinion) is in accordance with the facts and does not omit anything likely to affect the import of such information.

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in 1% or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified.

An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3.30 p.m. (London time) on the 10th business day following the commencement of the offer period and, if appropriate, by no later than 3.30 p.m. (London time) on the tenth business day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Code, any person who is, or becomes, interested in 1% or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror, save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3.30 p.m. (London time) on the business day following the date of the relevant dealing.

If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3.

Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).

Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Takeover Panel's website at www.thetakeoverpanel.org.uk, including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first

identified. If you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure, you should contact the Panel's Market Surveillance Unit on +44 (0)20 7638 0129.