

## HUMAN RESOURCES

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### WORKING TIME DIRECTIVE

Due to the nature of the work at BlackRock Investment Management (UK) Limited (the "Company"), you may have to work outside normal office hours in order to fulfil the requirements of your role. The Company recognises that, for certain people, this may involve working in excess of 48 hours per week when averaged over a rolling period of 17 weeks. This is the limit on the working week set by the Working Time Regulations 1998 and the Company cannot compel you to exceed this working time. However, these regulations allow you to opt-out from the application of the weekly maximum to you and if you would like to do so you are asked to tick and sign this form.

#### If you decline to 'opt out'

The law states that you may not be subjected to any detriment if you decline to opt-out. You should note that, if you decline to opt out, you will still be required to be flexible in your approach to working time up to the 48 hour limit (when averaged over 17 weeks). If you decline to opt out, you should keep a manual record of your time to enable your working time to be monitored. Your manager will discuss this further with you. If the system shows that you are working in excess of the limits, this issue will be addressed by the Company. If you do not record your time, the Company will assume that you are working within the legal limits.

#### If you agree to 'opt out'

If you agree to opt-out please tick the box below. If you later decide that you wish the provisions on maximum working time to apply, you may give the Company three months' written notice after which the 48 hour weekly maximum (when averaged over 17 weeks) will once again apply to you.

☒ I AGREE TO OPT OUT so the 48-hour maximum working week (when averaged over 17 weeks) will not apply to my employment.

Whether or not you have elected to opt out please now sign here to indicate that you have read and understood this form:

Name: Hoffmann Muki

Signed: Muki

Dated: 23/02/2022